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Menace de grève à l'Université Acadia

L'UNIVERSITÉ Acadia et l'association des professeurs s'acheminent vers la possibilité d'une grève depuis que, le 28 janvier dernier, les membres du syndicat ont décidé par une immense majorité de rejeter le dernier contrat proposé par l'université.

Le négociateur en chef de l'association des professeurs de l'Université Acadia (AUFA), Jim Sacouman, a déclaré que 95 % des professeurs avaient voté contre l'offre, laquelle, selon lui, n'apportait aucune amélioration importante par rapport aux propositions précédentes.

Il a souligné que les négociations achoppaient principalement sur la parité salariale, la sécurité d'emploi, l'équité dans les pratiques de gestion, l'intégration des enseignants à temps partiel ainsi que la fidélisation et le recrutement des professeurs.

« L'université offre une augmentation de salaire qui ne nous mènera pas

Voir ACADIA à la page A6

Acadia Facing Faculty Strike

ACADIA University and the faculty union are heading into a possible strike as union members voted overwhelmingly Jan. 28 to reject the latest contract offer from the university.

Jim Sacouman, chief negotiator for Acadia University Faculty Association, said 95 per cent of the faculty voted against the offer, which he said had no substantive improvements from earlier proposals.

He said negotiations are at an impasse over key issues of wage parity, job security, fairness and equity in managerial practices, the integration of part-timers and faculty retention and recruitment.

"The university is offering a salary increase that will not take us half the distance to the national salary medians by rank," Sacouman said. "The board of governors is refusing to address competitive salary increases."

He said faculty at Acadia are among

See ACADIA Page A6

Kwantlen Threatens to Rip Up Faculty Contract

Contract under attack — Kwantlen Faculty Association president Nancy Clegg (left) & Cindy Oliver, president of the College Institute Educators' Association of B.C., at a Feb. 2 rally at Kwantlen's Surrey campus.

KWANTLEN University College administrators have announced they will use provincial legislation to override the faculty contract on class-size limits.

It's the first post-secondary institution in British Columbia to attempt to use special powers granted by Gordon Campbell's Liberal government to override agreements with their faculty associations.

Nancy Clegg, president of the Kwantlen Faculty Association, said faculty are shocked Kwantlen is leading the charge among B.C. post-secondary institutions to break collective agreements in order to increase class sizes.

"Faculty have eagerly participated in building Kwantlen as an accessible, high-quality university college," Clegg said. "We feel that our efforts and commitment have been repaid with total disregard on the part of the board of governors and the management of the institution."

She said language limiting class sizes was first bargained in the collective agreement in 1991 and even with these limits, faculty workload has increased as the institution has expanded with limited funding.

"Larger classes will hurt our students and will do a disservice to our community that relies on us to provide a learning environment that allows maximum contact between faculty and students," Clegg said.

In January 2002, the B.C. government passed the Public Education Flexibility and Choice Act, giving post-secondary institutions the ability to eliminate many provisions from negotiated collective agreement, including protected limits on class sizes and student numbers.

Faculty unions reacted quickly, launching a Charter challenge. In addition, CAUT filed a complaint with the International Labour Organization. The ILO subsequently found the province violated the UN convention on freedom of association when it enacted the legislation.

Cindy Oliver, president of the College Institute Educators' Association of B.C., said educators throughout the province have been quick to lend their support to KFA's fight.

She said CAUT will likely be asked to consider

See KWANTLEN Page A6

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LETTERS
COURRIER

Say No to Eliminating Tuition Fees

Regarding "Eliminating Tuition Fees Would Make Manitoba a National Leader," (Bulletin, Dec. 2003). There is something that has to be thrashed out before the scholarly community in Canada comes to look ridiculously stupid.

Errol Black and Robert Chernomas declare there is "... a wealth of evidence demonstrating that the benefits of an educated population reach far beyond individual students." They need to be challenged to lay out that evidence. I have assiduously worked through the literature on the economics of higher education and can find no convincing evidence whatsoever for social externalities to university instruction.

There is indeed an abundance of evidence that societies benefit economically from higher education. Societies, however, are made up of individuals and the individuals who receive the education, for the most part, get financially rewarded for it.

The economic benefits of university instruction accrue to the individuals who receive that instruction and to the shareholders of the enterprises which employ them. To subsidize them is to favour the economically well situated in society. It is a large, regressive transfer. Is that really what members of the professoriate wish to promote?

Universities do generate externalities or spillovers to the benefit of society as a whole, but those derive from their research function. As producers of new knowledge the universities warrant subsidization. The economics literature is clear on that point.

In their function, however, of passing on the accumulated body of knowledge to individuals of the younger generation, and in sharpening the ability of those young individuals to think critically and creatively there is very little spillover to society at large.

In response to this claim some are sure to bring up the long-standing defense of public education generally – that democratic societies benefit from having an educated citizenry. Fifty or 100 years ago we had just as thriving a democracy as we have today, and we accomplished that with a population that generally went no further than secondary school. Some of us might be cynical enough to think universities now have to make up for the deficiencies of lower levels of education, but that would be a dubious foundation upon which to make a claim for free, public university education.

It is important that the professoriate understand the nature of the valid claim that universities have upon the resources of society and not be found to be promoting a massive transfer of economic benefit in favour of the better-off members of society. If we get the story wrong the backlash ultimately could be devastating to universities. We, after all, make our claim for support on the basis of our ability to do clear and correct analysis.

MARVIN MCINNIS
Professor Emeritus of Economics
Queen's University

Black & Chernomas Reply to McInnis

McInnis asserts that all the economic benefits "accrue to the individuals who receive [university] instruction and to the shareholders of the enterprises which employ them." The policy implication of this view would seem to be that the costs of instruction should be borne entirely by the recipients of university instruction and the shareholders of corporations.

It is a heroic assumption that the imposition of significant increases in fees will not affect the decisions and behaviour of those individuals who must pay the increases, and in turn will not impact society.

High debt loads will change the career decisions students make. After all, you will likely get paid a lot more if you know how to help corporations avoid taxes through transfer pricing or how to inflate stock prices, than you will get paid for learning how to compete using fair trade practices or helping local community economic development enterprises with their accounting.

The same pressures might force a law student from a working-class family who wants to do legal or environmental law to opt for a higher paying form of practice.

Current research suggests the reported physician shortage is attributable in large part to the fact that medical school graduates are taking longer to practice medicine because they are specializing instead of going into the less lucrative general practice because of rising tuition fees.

No one is arguing that university graduates who make incomes well above the norm shouldn't pay for a large part of their publicly-funded education. The question is when and how the bill is to be paid. We believe we should make them pay through a progressive income tax system when they are making the money, and not now, when we will all be better off if they are freer to make other choices.

A Second Look at Plagiarism

Richard Nemesvari's response (Bulletin, Jan. 2004) to my comments on essays and plagiarism (Bulletin, Dec. 2003) is a clear indication that this is indeed a serious issue. However, in light of Professor Nemesvari's input to the discussion, I believe further clarification is warranted.

First, my views on essays are largely based on teaching two courses on social and political aspects of discovery and innovation. These courses include student essays. It's my personal observation in reading and grading some two hundred essays that their style, content and quality (and hence their educational usefulness) have markedly declined in recent years in almost exact proportion to the proliferation of the Internet.

Second, in stressing low educational value of tests, Professor Nemesvari gives an implicit indication that his own discipline may be in a need of spending more effort and ingenuity in designing better test formats, including those which can account for writing skills. Whether we like it or not, Marshal McLuhan's phrase "the medium is the message" tells us that our educational methods – even in the most classical disciplines – cannot remain immune to the effects of technology.

ALEXANDER A. BEREZIN
Engineering Physics
McMaster University

Student Work Deserves Notice, Not Notoriety

CAUT should be commended for its public statements about Turnitin.com. Students and faculty members share benefit from resisting technological fads.

In an era where cutbacks and shrinking university budgets are the norms, educators and students should be wary of the Turnitin.com craze. Containing larger class sizes and maintaining adequate levels of teaching staff are the keys to battling plagiarism, not untested software.

Chances are if a reasonable teacher to student ratio is upheld (and recycled essay questions are avoided), plagiarism can be stemmed the old-fashioned way – by ensuring students know their academic work will receive the attention, not notoriety, it deserves.

IAN BOYKO
National Chairperson
Canadian Federation of Students

More LETTERS Page A4

Considering a new job?

Before signing a contract, consult Negotiating Starting Salaries — the CAUT handbook for new faculty.

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Canadian Association of University Teachers

PRESIDENT'S COLUMN
LE MOT DU PRÉSIDENT

Rethinking Faculty Employment Options

By VICTOR CATANO

In several of my previous columns I have mentioned restructuring trends both in Canada and in the U.K. that are working to separate teaching and research functions in universities. The ultimate goal of people at the forefront of these movements is to create a handful of super, elite universities that would concentrate on research while ignoring their teaching and service functions.

In almost every case, current collective agreements or framework documents negotiated between faculty and administrators specify that the responsibilities of full-time faculty are teaching, research or scholarship, and service. Sometimes these agreements, or university policies, specify how faculty members are to allocate their time among these three components and often suggest a 40-40-20 distribution. While there is considerable variation in these percentages, most faculty accept that they must contribute to these three functions as part of their job responsibilities. Now, some faculty may rarely teach at the undergraduate level but the change here will be when a whole class of professors in an institution never enters an undergraduate classroom. What are some of the techniques being used to separate teaching and research functions at some universities?

First, there is every indication that we are beginning to experience a shortage of qualified faculty. A report from the Association of Universities and Colleges of Canada places the number of new faculty needed to replace those forced to retire at age 65 over the next decade in the thousands. This is more than could be supplied by the existing output from Canadian graduate schools. AUCC's solution was to lobby for the end of two-tier job advertising so that foreign nationals could be considered immediately for jobs at Canadian universities.

There is one solution to this perceived staffing crisis that is never mentioned. If mandatory retirement is a large part of the problem, get rid of it and retain faculty until they voluntarily retire. Admittedly, not all faculty support the abolition of mandatory retirement as they see it as a means for the professoriate to reinvigorate itself. Others say mandatory retirement discriminates against faculty, particularly women who have come late to academia.

Why have university presidents been silent on this matter, particularly when our new 65-year-old prime minister has taken the position that mandatory retirement should be abolished? Look around your campus. How many of your recent retirees are now back teaching on limited-term, or per-course, contracts. Maintaining mandatory retirement allows universities to capitalize on a qualified, talented pool of teachers at a lower cost. The number of retired faculty rehired on teaching-only contracts is likely to increase over the next decade, particularly when faculty are retiring with inadequate pensions.

Second, Canadian universities continue to emulate their American cousins and increasingly rely on contract employees. There is a legitimate role for per-course or other contract academic staff to play in universities. Often they bring professional expertise or assist with unexpected increases in enrolments. In other cases, universities prefer the use of sessional faculty because it's cheap labor.

One Ontario university president is alleged to have said, "Why should I put a $75,000 research professor in front of an undergraduate class when I can have it taught by a part-timer for $7,000?" We do not have a good idea of how many sessionals are employed at Canadian universities as Statistics Canada is unable to collect this information, as many universities claim they do not know how many part-time faculty they employ. Any company's board of directors would sack its CEO for making such a claim.

Faculty associations must oppose attempts to separate teaching and research functions, particularly the creation of teaching-only positions. This can be done by negotiating flexible retirement provisions that allow for early retirement as well as retirement after age 65. Hiring faculty back to teach after age 65 is proof they should not have been forced to retire in the first place. Some faculty associations have negotiated caps on contractual work in an effort to maintain full-time faculty numbers at specific levels. These caps recognize there is a legitimate need for a limited number of contract academic staff. This is a start but better provisions must be made for those contract academic staff already in academia.

Ignoring the needs of existing contract academic staff is another form of exploitation. Faculty associations must negotiate provisions that provide salaries, benefits and working conditions for contract academic staff that are on a par with those offered full-time faculty. Faculty associations must oppose any attempts to put in place practices that exploit contract academic staff, such as requirements to teach five or six courses per semester with no opportunity to conduct their research.

There is a need to assist contract academic staff already in teaching-only positions to become competitive for transfer to full-time faculty positions by enhancing their research capability. These provisions should ensure that contract academic staff have the right to participate in research and that they are provided with access to the facilities they need to conduct their research or scholarship while in teaching-only positions. Contract academic staff should receive support for travel to conferences and opportunities to direct the research of both undergraduate and graduate students. Long-term, teaching-only staff should have the opportunity to retrain or to become familiar with new research techniques

These are just a few suggestions that we must explore to maintain the academy as a place concerned with both teaching and research. In the meantime, contract academic staff should be given the respect that is due for the excellent work they do under very trying conditions. ■

Repenser la pénurie de professeurs qualifiés

Par VICTOR CATANO

Il a été question dans plusieurs de mes rubriques précédentes des tendances qui se manifestent au Canada tout comme au Royaume-Uni vers une séparation des fonctions de l'enseignement et de la recherche dans les universités. Les plus forts défenseurs de ces mouvements cherchent au bout du compte à créer un petit groupe de « superuniversités » d'élite qui se concentrerait sur la recherche en faisant abstraction de l'enseignement et de la prestation de services.

Dans la quasi-totalité des cas, les conventions collectives en vigueur ou les ententes cadres négociées entre les professeurs et les administrateurs précisent que les responsabilités des professeurs à temps plein sont l'enseignement, la recherche ou les travaux d'érudition et la prestation de services. Il arrive aussi que ces accords, ou les politiques des universités, déterminent le pourcentage de temps que les membres du corps professoral doivent consacrer à ces trois composantes, la répartition la plus courante étant 40-40-20. Ces pourcentages peuvent varier sensiblement, mais la plupart des professeurs acceptent qu'ils doivent s'acquitter de ces trois fonctions dans le cadre des responsabilités inhérentes à leur poste. Il se peut à l'heure actuelle que certains professeurs donnent rarement des cours de premier cycle, mais la réalité sera tout autre lorsqu'une catégorie entière de professeurs d'un établissement n'aura jamais donné de cours offerts aux étudiants du premier cycle. Quelles techniques utilise-t-on notamment pour séparer l'enseignement et la recherche dans certaines universités?

Premièrement, tout porte à croire que nous nous acheminons vers une pénurie de professeurs qualifiés. En effet, d'après un rapport de l'Association des universités et collèges du Canada (AUCC), il faudra recruter des milliers de nouveaux professeurs pour remplacer ceux qui seront forcés de prendre leur retraite à 65 ans dans les dix prochaines années. C'est là plus que pourraient en produire actuellement les écoles canadiennes d'études supérieures. L'AUCC préconisait comme solution de mettre fin au système de recrutement à deux volets de sorte que les candidatures des étrangers puissent être acceptées dès le début pour les postes offerts dans les universités canadiennes.

Il existe une solution à cette pénurie de personnel que l'on ne mentionne jamais. Si le problème réside avant tout dans la retraite obligatoire à 65 ans, nous n'avons qu'à nous débarrasser de cette prescription et à fidéliser les professeurs jusqu'à ce que ceux-ci partent à la retraite de leur plein gré. Ce ne sont certes pas tous les professeurs qui appuient la suppression de la retraite obligatoire car certains y voient un moyen de dynamiser le corps professoral. D'autres font valoir que la retraite obligatoire constitue une discrimination à l'égard des professeurs, tout particulièrement les femmes qui joignent plus tard les rangs des universitaires.

Pourquoi les présidents d'université restent-ils muets sur la question au moment surtout où notre premier ministre de 65 ans se dit en faveur de la suppression de la retraite obligatoire? Regardez la situation autour de votre campus. Combien de vos récents retraités sont maintenant embauchés sous contrat pour une période déterminée ou bien comme professeurs à la leçon? Le maintien de la retraite obligatoire permet aux universités de tirer parti d'un corps professoral possédant les titres et les compétences nécessaires à un coût moins élevé. Le nombre des professeurs retraités qui seront réembauchés sous contrat pour enseigner seulement est susceptible d'augmenter d'ici la prochaine décennie, particulièrement si l'on tient compte des professeurs retraités qui ne sont pas dotés d'un régime de retraite adéquat.

Deuxièmement, les universités canadiennes continuent de rivaliser avec les établissements américains et comptent de plus en plus sur les employés contractuels. Les enseignants engagés à la leçon ou suivant d'autres dispositions contractuelles ont un rôle légitime à jouer dans les universités. Il arrive souvent que ce personnel apporte son expertise professionnelle ou contribue inopinément à augmenter les effectifs étudiants. Dans d'autres cas, les universités préfèrent carrément recourir aux chargés de cours parce que c'est de la main-d'oeuvre à bon marché.

Le président d'une université ontarienne aurait déclaré : « Pourquoi devrais-je confier l'enseignement d'un cours de baccalauréat à un professeur-chercheur qui gagne 75 000 $ quand un enseignant à temps partiel peut exécuter cette tâche pour 7 000 $? » Nous ne savons même pas combien de chargés de cours exactement sont embauchés par les universités canadiennes parce que Statistique Canada est incapable de recueillir cette information, tout comme bon nombre d'universités prétendent ne pas savoir combien de professeurs à temps partiel elles emploient. Le conseil d'administration d'une société congédierait le directeur général qui ferait une telle allégation.

Les associations de professeurs doivent s'opposer aux mesures visant à séparer les fonctions de l'enseignement et de la recherche, en particulier la création de postes consacrés uniquement à l'enseignement. Cela peut se faire en négociant des dispositions de retraite souples qui autorisent la pré-retraite de même que la retraite après 65 ans. Le fait de réembaucher des professeurs pour qu'ils enseignent après 65 ans démontre qu'ils n'auraient jamais dû être obligés de prendre leur retraite. Certaines associations de professeurs négocient des plafonds concernant le travail qui peut être exécuté sous contrat, en vue de maintenir le nombre de professeurs à temps partiel à un niveau donné. Ces plafonds prouvent qu'il existe un besoin légitime de limiter le nombre d'universitaires contractuels. C'est là certes un début, mais il faut établir de meilleures dispositions pour les enseignants contractuels qui font déjà partie du monde universitaire.

Écarter les besoins des universitaires contractuels actuels est une autre forme d'exploitation. Les associations de professeurs doivent négocier pour les contractuels des salaires, avantages et conditions de travail qui se situent au même

Voir LA PÉNURIE à la page A5 ☞

Vocal chords

Our voices are uniquely our own, the result of physical characteristics and of cultural and educational influences that shape our patterns and habits of speech. Each voice, in fact each utterance, is a unique expression that can never be exactly duplicated, even by the same individual.

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NEWS

LETTERS

CAUT Should Accept Political Reality

Victor Catano (Bulletin, Jan. 2004) reports the opinion of Ivor Crewe that public funding of universities was more acceptable 40 years ago when student numbers were so much lower than they are now. Professor Catano then offers his own perspective on this statement: "In other words, publicly-funded, accessible universities are fine as long as not more than a handful of students, mostly from upper-income families, take advantage."

This is a remarkably perverse reading of a fairly factual statement. When university enrolments were small, it wasn't so hard to find tax-revenue to pay for most students' higher education. Now that numbers are very large (and this growth is, in most respects, a good thing), it's a lot harder to come up with this revenue. Tax increases have not won much electoral favour, and even if they were to, these taxpayers have routinely asserted that health care is a higher priority than higher education. The demands upon the welfare state have grown dramatically and are now well in excess of the state's capacity to satisfy many of them – and will continue to be even if taxes are raised. The insistence that post-secondary funding be restored to pre-1990 levels is surely pie-in-the-sky.

All of the proposed "solutions" to universities' current problems are, in some way or other, unpalatable. But at least we can try to deal with political reality rather than fanciful visions.

ROBERT MALCOLMSON
History
Queen's University

Egale Decision Deplored

I am surprised at the decision taken by CAUT Council at its November 2003 meeting to join Egale Canada, and that unanimously (Bulletin, Dec. 2003). "Group think" must have become rampant if a question such as the decision to join a controversial lobby is passed with no abstentions and no dissenting voice.

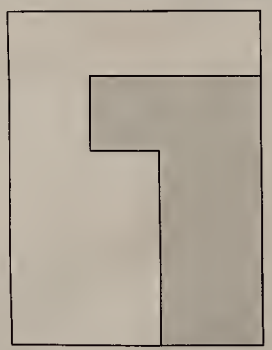
I am reminded of René Descartes: "Present institutions are practically always more tolerable than would be a change in them; just as highways which twist and turn among the mountains become gradually so easy to travel, as a result of much use, that it is much better to follow them than to attempt to go more directly by climbing cliffs and descending to the bottom of a precipice," (Discourse on Method).

CLAUDIA WHALEN
Retired Professor
St. Thomas University

HOMEWORK!

Maximizing the Area

Below is a rectangle (not drawn to scale) that has been partitioned by straight line segments into an octagon and a hexagon. The sides of the octagon have length 1, 2, 3, 4, 5, 6, 7, 8 in some order.



How should these numbers be assigned to the sides of the octagon to ensure that the area of the shaded hexagon is as large as possible?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page B1.**

February is Heart Month
www.heartandstroke.ca

HEART AND STROKE FOUNDATION OF CANADA

NEWS ACTUALITÉS

Contract Impasse at Mount Saint Vincent

FACULTY at Mount Saint Vincent University have asked for a conciliator to help with contract negotiations. Mount Saint Vincent University Faculty Association says contract talks broke off in December when the university refused to budge on salaries.

"We've had extremely slow progress on key items the union is seeking," said Chris Ferns, head of the faculty bargaining team.

He said faculty at Mount Saint Vincent are adamant about competitive salary increases.

"The university's proposed scale increases average about 4.5 per cent a year or 18 per cent over a four-year contract," Ferns said. "It's below the average of salary packages offered elsewhere in the Maritimes. We think it reasonable to expect wage settlements consistent with what colleagues elsewhere are winning."

According to Ferns, the university's latest offer would leave faculty "falling further and further behind the regional average." The union is asking for about 22 per cent over four years in its proposal for regional parity. "Our requests are totally reasonable," adds Ferns. "We simply want a fair and just settlement. That is something the university is well able to afford."

Other issues in dispute are pension, retirement options and full-time faculty complement.

Mount faculty have been in contract negotiations since last summer and Ferns says the union hopes conciliation will result in a deal. ■

Version française à la page A6.

Le Conseil adopte une nouvelle politique

À SON assemblée de novembre, le Conseil de l'ACPPU a demandé au gouvernement fédéral de « modifier la *Loi sur l'équité en matière d'emploi* afin de s'assurer que le Programme de contrats fédéraux peut être exécuté par la direction générale de l'équité en matière d'emploi de la Commission canadienne des droits de la personne ».

Les comités permanents du Conseil ont recommandé à celui-ci le nouvel énoncé de principes sur le Programme de contrats fédéraux.

Le programme exige des entrepreneurs qui soumissionnent d'importants projets fédéraux qu'ils attestent leur engagement envers l'équité en matière d'emploi. Il s'adresse entre autres aux universités qui comptent 100 employés ou plus dans la mesure où elles reçoivent des contrats de biens et services d'une valeur de 200 000 $ ou plus.

« La majorité des universités canadiennes sont visées par ce programme », a déclaré le directeur général de l'ACPPU, James Turk. « Le problème, c'est que leurs initiatives d'équité en emploi ne sont pas exécutables si elles ne sont pas respectées. »

Bien que la direction de l'équité au travail de Développement des ressources humaines Canada, qui est chargée de superviser le programme, ait le pouvoir de résilier ou de refuser de renouveler les accords avec les universités qui ne respectent pas leur attestation, rien ne prouve, selon M. Turk, que la direction a déjà annulé ou refusé de renouveler le financement d'une université malgré le dossier d'équité en matière d'emploi de celle-ci.

« On croit à tort que les universités qui participent au programme s'acquittent de toutes leurs obligations », fait-il valoir. « Mais des preuves montrent qu'il en est autrement. »

Crée en 1986 par une décision du Cabinet, le Programme de contrats fédéraux n'est pas expressément exécutable par un texte de loi. ■

Traduit de l'article « Council Adopts Policy Statement on Federal Contractors Program » (*Bulletin* de l'ACPPU, janvier 2004).

Repenser la pénurie de professeurs qualifiés

☞ Suite de la PAGE A3

niveau que ceux qui sont offerts aux professeurs à temps plein. Elles doivent s'opposer à toutes les mesures visant à mettre en place des pratiques qui exploitent les universitaires contractuels, telle l'obligation de donner cinq or six cours par semestre sans avoir l'occasion d'effectuer des travaux de recherche.

Il faut aider les universitaires contractuels qui occupent déjà des postes consacrés uniquement à l'enseignement à devenir compétitifs par rapport aux postes à temps plein en améliorant leur compétences de recherche. Ces dispositions devraient conférer aux universitaires contractuels le droit d'effectuer des travaux de recherche ou d'érudition et l'accès aux installations dont ils ont besoin pour ces travaux pendant qu'ils occupent un poste consacré à l'enseignement. Les universitaires contractuels devraient toucher un soutien financier qui leur permettrait de participer à des conférences et ils devraient avoir l'occasion de diriger les travaux de recherche d'étudiants de tous les cycles. Les universitaires contractuels qui occupent depuis longtemps un poste consacré uniquement à l'enseignement devraient avoir la possibilité de se recycler ou de se familiariser avec les nouvelles techniques de recherche.

Ce n'est là qu'une liste partielle des suggestions que nous devons explorer pour que le monde universitaire continue de s'occuper de ses deux fonctions premières : l'enseignement et la recherche. En attendant, reconnaissons aux universitaires contractuels tout le respect qui leur est dû pour l'excellent travail qu'ils accomplissent dans des conditions très difficiles. ■

CAUT Creates Committee to Investigate McMaster Guidelines

CAUT has established a committee that will investigate recent changes to McMaster University senate guidelines on what academic staff may say to the media.

Concern arose last spring after press reports that the university senate adopted a policy prohibiting faculty from referring to McMaster University in interacting with the media if their statement expresses a personal opinion, "and that opinion is unrelated to the area of academic or professional expertise of that member."

The ad hoc investigatory committee members are William Bruneau, professor emeritus of educational theory at the University of British Columbia and Ted Hannah, a professor of psychology at Memorial University of Newfoundland. The committee's terms of reference are to examine the senate's "Guidelines for Members of the McMaster University Community Regarding Interactions with the Media," to determine whether the guidelines constitute a threat to academic freedom, and to make any appropriate recommendations in their report to CAUT.

"The concern is whether such a policy means, for example, academics in chemistry or classics cannot acknowledge their university affiliation if they are expressing their views on peace or the upcoming federal election," said CAUT executive director James Turk.

"We are heartened that McMaster University Faculty Association president Ken Cruikshank stresses the intent of the policy was not to restrict academic freedom," he added.

In an article published in the faculty association's newsletter, Cruikshank argues that "as a member of the academic community, I enjoy the security of tenure, which enables me to speak out as a public intellectual.

"Recent changes in university statements, and recent clarifications regarding insurance coverage do not change anything. They only advise me to think about and be reasonable about how I use my affiliation to McMaster in talking to the media."

Cruikshank also noted that the final clause in the senate policy states: "However, this in no way is meant to restrict the academic freedom or freedom of speech of any member of the university community."

Turk said the committee will begin its work in the next few weeks and its report is expected in the fall. ■

Martin's Throne Speech Disappoints

CAUT president Victor Catano expressed grave disappointment with the federal government's throne speech delivered earlier this month.

"At a time when universities and colleges are facing a crisis of underfunding, Paul Martin's government offers absolutely nothing in its first throne speech," Catano said.

"For the growing number of students denied access or faced with record debt levels, the government's main response is more debt by proposing to raise loan limits."

Catano said he was surprised the government ignored the unprecedented appeal in December from all the national organizations representing university and college administrators, faculty and students that called on the federal government to reinvest in Canada's universities and colleges through a new federal-provincial transfer for post-secondary education. The organizations also called for increased student support in the form of non-repayable needs-based grants.

"What we got was nothing for university and college funding and tinkering around the edges about the problem of access," Catano said.

In addition to increased loan limits, the throne speech promised *that eligible expenses will be broadened, family income thresholds raised, some (unstated) measures taken to improve loan terms for part-time students, and a new grant provided for low-income students to cover a portion of the tuition cost in the first year.*

"Even if the first-year grant was substantial," Catano asked, "what is the student supposed to do in the second and subsequent years?"

In his speech the following day, the prime minister urged families to make more use of registered education savings plans — a costly program that delivers benefits only to families wealthy enough to have disposable income to contribute to a plan and receive the government's 20 per cent top-up. To assist lower-income Canadians, Martin announced the government "will develop a new 'learning bond' for every child born to a low-income family." The purpose is to give a start that encourages poor families to save.

"The solution is not more debt or more reliance on the flawed RESP scheme," Catano said. "What is required is a two-pronged approach — resumption of adequate federal funding for universities and colleges through a dedicated post-secondary education fund and introduction of a needs-based grant system, something that only Canada among industrial countries fails to provide." ■

The text of the Speech from the Throne is available at www.nouvelles.gc.ca/cfm/CCP/view/en/index.cfm?articleid=76349&categoryid=6&category=Audience.

Nouveau comité d'enquête à McMaster

L'ACPPU a créé un comité chargé d'examiner les récentes modifications apportées aux lignes de conduite du sénat de l'Université McMaster régissant les communications du personnel universitaire avec les médias.

Des craintes se sont manifestées le printemps dernier après que la presse eut rapporté que le sénat de l'université avait adopté une politique interdisant aux professeurs de mentionner le nom de l'Université McMaster lorsqu'ils communiquaient avec les médias, si leur déclaration avait pour objet d'émettre une opinion personnelle « et que cette opinion n'avait rien à voir avec le domaine de compétence professionnelle ou universitaire de ce membre ».

Le comité d'enquête spécial est composé de William Bruneau, professeur émérite de théorie de l'éducation à l'Université de la Colombie-Britannique, et de Ted Hannah, professeur de psychologie à l'Université Memorial de Terre-Neuve. Le comité a pour mandat d'examiner les lignes de conduite du sénat de l'Université McMaster concernant les communications avec les médias en vue de déterminer si les lignes de conduite constituent une menace pour la liberté universitaire et de formuler des recommandations appropriées dans son rapport à l'ACPPU.

« La question soulevée est de savoir si une telle politique peut, par exemple, interdire à des professeurs de chimie ou d'études classiques de faire mention de leur affiliation à une université lorsqu'ils expriment leurs vues sur la paix ou les prochaines élections fédérales », a déclaré le directeur général de l'ACPPU, James Turk.

Et d'ajouter M. Turk : « Nous trouvons encourageant que le président de la McMaster University Faculty Association, Ken Cruikshank, insiste pour dire que la politique n'a pas pour objet de restreindre la liberté universitaire. »

Dans un article publié dans le bulletin d'information de l'association des professeurs, M. Cruikshank soutient qu' « en tant que membre de la communauté universitaire, je bénéficie de la permanence de l'emploi, qui m'autorise à prendre la parole en public à titre d'intellectuel ».

« Malgré de récentes modifications apportées aux énoncés de principes de l'université et de récentes clarifications concernant la couverture d'assurance, rien n'a changé. On m'a seulement conseillé de réfléchir et d'agir raisonnablement quand, en parlant aux médias, je fais mention de mon affiliation à l'Université McMaster. »

M. Cruikshank a également cité la dernière clause de la politique du sénat : « Cependant, ces dispositions n'ont nullement pour objet de restreindre la liberté universitaire et la liberté d'expression des membres de la communauté universitaire. »

M. Turk a précisé que le comité entreprendra ses travaux dans les prochaines semaines et qu'il devrait déposer son rapport à l'automne. ■

NEWS ACTUALITÉS

Kwantlen Threatens to Rip Up Faculty Contract

☞ From PAGE A1

imposing censure on Kwantlen if the institution uses the Act to increase class sizes.

"When the legislation was introduced, CAUT responded quickly and wrote to every B.C. post-secondary institution encouraging them to honour collective agreements," Oliver said. "CIEA members believe the support of CAUT has been instrumental in helping us to maintain the provisions of our collective agreements."

Clegg said Kwantlen should continue to honour collective agreements and rather than attacking legal contracts, should work with faculty and the community to ensure there is adequate government funding to advance learning and education within existing class size provisions.

CAUT president Victor Catano told Kwantlen president Skip Triplett and board chair Arvinder Bubber that CAUT is dismayed the institution is disregarding its negotiated commitments.

"These actions will deny faculty the ability to exercise their academic freedom to make choices that enhance learning conditions for their students and to organize their work accordingly," he warned in a Jan. 29 letter.

"CAUT urges you to reconsider this potential action which could have a very negative impact on the university college's reputation, the quality of its education and its capacity to attract new faculty and students." ■

Acadia Facing Faculty Strike

☞ From PAGE A1

the worst paid in the country. "If Acadia cannot offer working conditions, salaries and benefits that are comparable with other universities, new faculty will not come and current faculty will not stay."

A tentative agreement reached last summer met with an overwhelming 90 per cent rejection vote.

In November, union members voted 92 per cent in favour of strike action.

"Our hope is to negotiate a fair contract and not a strike," Sacouman said. "But there will be a strike unless the university gets back to the bargaining table and negotiates a fair and equitable contract for our membership."

AUFA represents 240 full-time faculty members, librarians and instructors and 61 part-time faculty members who have been without a contract since June 30, 2003. ■

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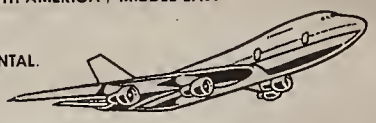

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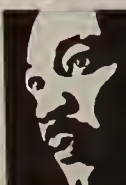

February is Black History Month

Les négociations atteignent une impasse à Mount Saint Vincent

LES professeurs de Mount Saint Vincent University (MSVU) réclament l'intervention d'un conciliateur pour faire débloquer les négociations contractuelles.

Selon l'association des professeurs de MSVU, les pourparlers ont été rompus en décembre lorsque l'université a refusé de faire la moindre concession sur la question des salaires.

« Nous progressons de façon extrêmement lente sur la voie des principales revendications du syndicat », a déclaré le chef de l'équipe de négociation des professeurs, Chris Ferns.

Il a ajouté que le corps professoral de Mount Saint Vincent était intransigeant sur la question des augmentations de salaire compétitives.

« L'université propose des augmentations d'échelle s'établissant en moyenne à environ 4,5 % par an ou à 18 % sur un contrat de quatre ans », explique M. Ferns. « Cela se situe en dessous de la moyenne des salaires et à-côtés offerts ailleurs dans les Maritimes. Nous trouvons raisonnable de nous attendre à des règlements salariaux comparables à ce que nos collègues gagnent ailleurs. »

Selon M. Ferns, la dernière offre de l'université « ferait régresser la rémunération des professeurs encore plus loin derrière la moyenne régionale ». Dans ses revendications de parité régionale, le syndicat demande environ 22 % sur quatre ans. « Nos revendications sont tout à fait raisonnables », soutient M. Ferns. « Nous demandons simplement un règlement juste et équitable. C'est quelque chose que l'université peut très bien se permettre. »

Les négociations achoppent sur d'autres questions : le régime de pension, les options de retraite et le personnel enseignant à plein temps.

Les professeurs de MSVU négocient leur contrat de travail depuis l'été dernier et, comme le fait valoir M. Ferns, le syndicat espère que la conciliation permettra d'en arriver à une entente. ■

English on page A5.

Menace de grève à Acadia

☞ Suite de la PAGE A1

à mi-chemin du salaire national médian par classement », d'expliquer M. Sacouman. « Le bureau des gouverneurs refuse d'envisager des augmentations de salaire compétitives. »

Il a ajouté que les professeurs d'Acadia étaient les plus mal payés au pays. « L'université ne pourra pas recruter de nouveaux professeurs et retenir le personnel actuel si elle ne peut pas offrir des conditions de travail, des salaires et des avantages qui sont comparables à ceux des autres universités. »

Un accord de principe conclu l'été dernier a été rejeté par 90 % des membres du syndicat.

En novembre, les membres ont voté à 92 % en faveur d'un mouvement de grève.

« Nous souhaitons négocier un contrat de travail équitable et non pas une grève », a déclaré M. Sacouman. « Mais la grève sera inévitable à moins que l'université ne retourne à la table de négociation et négocie un contrat juste et équitable pour tous nos membres. »

L'AUFA représente 240 professeurs, bibliothécaires et autres membres du personnel enseignant à temps plein et 61 professeurs à temps partiel qui sont sans contrat depuis le 30 juin 2003. ■

Women in the Canadian Academic Tundra

☞ From PAGE A7

their work environment, and equity work taxes imposed on those who actively work for equity. She identifies corresponding subsidies to advantaged groups. This brief piece could be helpful to students or new faculty who are trying to make sense of the operation of the academy.

Dianne L. Common identifies a series of tensions that result from gender differences in approaches to university administration. She diagrams a thoughtful schema that presents her perceptions of the differences in the behavioural practices of male and female administrators. She argues that tensions arise because these two sets of behaviours are inconsistent with each other and result in dissimilar outcomes. This nicely researched piece offers interesting vignettes to illustrate many of her points.

An additional richness is added by the two contributions from women who have held both academic appointments and positions in which equity-seeking activities were the major tasks. Consultant Helen Breslauer, former senior researcher with the Ontario Confederation of University Faculty Associations and Shahrzad Mojab, former equity officer, draw on their experiences to describe gains, losses and future work to be done by feminists and anti-racists. The inclusion of contributions from students as well as joint faculty/student papers round out the series of more traditional offerings.

Women in the Canadian Academic Tundra covers a wide range of themes and topics and is an excellent east to west initiative. It is an enjoyable read that is at times emotionally demanding and is rich in insight, intelligence and wit. ■

Sharon Taylor-Henley is a professor in the faculty of social work at the University of Manitoba.

CAREERS
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SECTION B

A

■ **ACCOUNTANCY — The University of Waterloo.** Applications are being accepted for tenure-track positions at the Assistant Professor, Associate Professor or Professor level in Accounting beginning after June 30, 2004. The successful candidate will have a PhD in Accounting (completed or near completion) and an actively developing research program. Duties include research and teaching at undergraduate and graduate levels. Salary range commensurate with qualifications and experience. The closing date for applications is February 29, 2004. Send curriculum vitae to: Professor A.K. Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Candidates who are likely to be selected for an interview will subsequently be asked to arrange for three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **AGRIBUSINESS & FOOD ECONOMICS — The University of Guelph** invites applications for two tenure track positions at the Assistant or Associate Professor level starting July 1, 2004 or as mutually agreed. The Department of Agricultural Economics and Business provides a broad-based education program at the undergraduate and graduate level, and a diverse research program that includes, among other areas, costs and benefits of food safety systems and regulations, risk management, supply chain management, agricultural commodity and food product marketing, and firm innovation and financing of startup firms. The successful applicants will join a cohesive team that offers one of the most innovative and diverse programs in North America. The appointees will be expected to: establish an externally funded, internationally recognized research program supportive of the Departmental mission, to demonstrate a commitment to teaching graduate and undergraduate courses; to work collaboratively with colleagues within and outside the University and to lead public service activities related to agribusiness with industry and government. Expertise in accounting, industrial organization, business policy, strategy, marketing, operations management, finance or agribusiness management would be highly regarded. A PhD degree in agribusiness, agricultural economics, management, or a related area, or an advanced degree in accounting with appropriate professional certification and demonstrated ability to conduct independent research are required. Applicants should submit a curriculum vitae, a brief description of career interests, transcripts and three letters of reference to: Dr. John Cranfield, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: (519) 824-4120, Ext. 53708, Fax: (519) 767-1510, E-mail: jcranfie@uoguelph.ca. Application closing date is: April 15, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **AGRICULTURAL BIOTECHNOLOGY — The University of Alberta** invites applicants with outstanding academic and leadership skills in the area of agricultural biotechnology to apply for a Canada Research Chair (Tier I or Tier II) in agricultural biotechnology. This new and challenging position in the Department of Agricultural, Food and Nutritional Science offers an exceptional opportunity to play a leadership role in Alberta's developing bio-based economy. Alberta, one of the world's most productive agricultural economies, has the strategic vision to expand its value-added agri-food and agri-industrial sector to $20 billion by 2010. The development of agricultural products with specifications directed towards value-adding processes will be critical in achieving this goal. The Chair will provide scientific direction and coordination of a program aimed to deliver value-enhanced agricultural products into value-added production chains. The Department of Agricultural, Food and Nutritional Science (www.afns.ualberta.ca) has strengths across the spectrum of animal and plant production, value-added food and non-food processing, and human nutrition. In addition to existing excellent animal research facilities, major new facilities are being developed to provide leading-edge food safety and processing laboratories at Agri-Food Discovery Place. These facilities, developed in partnership with provincial, federal and industry collaborators, will be located at the Edmonton Research Station, University of Alberta's South Campus. Other major related initiatives include establishing a Chair in Functional Foods and Nutraceuticals, the Agri-Food Materials Science Centre and a planned major expansion to the Department's Biotech Centre laboratories. The successful candidate will have a PhD in an appropriate discipline such as molecular biology, (Specialties in plant genomics or signal transduction in multi-cellular organisms would be an asset.) We are seeking a Chair with an outstanding record of research accomplishments, a vibrant and ongoing research program, and acknowledgement by peers as an international leader in their area. The candidate will have the vision and proven talent essential to building successful collaborative research programs that cross institutional and disciplinary boundaries. Teaching is expected at the undergraduate and graduate level. The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian Universities to achieve the highest levels of research excellence in the global, knowledge-based economy (http://www.chairs.gc.ca). The candidate nominated by the Department will be subject to review by the CRC Secretariat and appointment is conditional upon its approval. The appointment will be at either an Associate Professor or a Full Professor level. Applications, including a statement of research interest, curriculum vitae and the name of three referees, should be sent to: Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is March 1, 2004 or until a suitable candidate is found. For further information on this position contact Dr. Kennelly at: Tel (780) 492 2131 / Fax (780) 492 4265 / E-mail: afns-chair@ualberta.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **APPLIED HUMAN SCIENCES — Concordia University.** The Faculty of Arts and Science has up to six limited-term appointments available in its Department of Applied Human Sciences. Please see our full-page display ad in this issue.

■ **ARABIC — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available in Modern Arabic Language and Culture. Please see our full-page display ad in this issue.

■ **ARCHITECTURE — Carleton University.** Applications are invited for a tenure-track position in the School of Architecture at the rank of Assistant Professor to commence January 1st, 2005. Candidates must have a professional degree in architecture and a post-graduate degree in either architecture or a closely related field. Applicants will be evaluated on the basis of a demonstrated ability in teaching, research, built projects and publications. Individuals involved in issues of urbanism, advanced building technologies, the application of digital technologies, and the history and theory of architecture are encouraged to apply. This position is subject to budgetary approval. When hired, each new faculty member will offer one Design Studio and one course per term. Course offerings will draw from areas of academic and professional expertise and will enhance the existing curriculum. Faculty will also guide thesis work in the professional and post-professional M.Arch and they will engage in funded architectural research. Applications must include a curriculum vitae, names and contact numbers of three references, a short statement on research objectives, and a portfolio with examples of both personal design work and students' studio work. Candidates must also provide a description of at least one non-studio course they currently teach or intend to develop. This description should articulate clearly pedagogical intentions for the course(s) and include a detailed syllabus. Candidates are asked to elaborate on how this course offering will contribute to the curriculum of the School of Architecture. Carleton's four-year undergraduate programme leads to a Bachelor of Architectural Studies (B.A.S.) degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. At the graduate level, Carleton offers a 2-year M.Arch (building on the 4-year B.A.S. or equivalent) and a 1.5 year research-based post-professional Masters of Architecture degree in the areas of Culture and Technology. The successful candidates will play active roles in both the B.A.S. and M.Arch. programmes. Carleton University presents opportunities for collaborative research and graduate student supervision within the Faculty of Engineering and Design and with other on-campus units. In addition, Carleton University is at the heart of the National Capital Region, and offers collaborative research opportunities with agencies such as the National Research Council, the Canada Mortgage and Housing Corporation, the National Capital Commission and CARE Canada. Furthermore, Ottawa is home to numerous cultural institutions including the National Gallery of Canada, the National Arts Centre, the Canadian Museums of Civilization, Science and Technology, Aviation, and Contemporary Photography. Applications should be sent to: Professor Stephen Fai, Associate Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone: (613) 520-2891, Fax: (613) 520-2849. Information on the School and its programmes can be found on the School's Website: http://www.arch.carleton.ca. Application deadline is May 1st, 2004. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ART HISTORY — The University of Guelph** seeks applicants for a tenure-track post at the rank of Assistant Professor in Medieval Art History. Candidates should hold a completed PhD or be ABD, have teaching experience at the post-secondary level, and have a demonstrated ability to conduct and disseminate innovative research. A broad-based theoretical understanding and a demonstrated interest in material objects is desirable. Teaching responsibilities will comprise courses at all undergraduate levels, including a component of the introductory survey and courses on European art in the medieval period. In addition, the ability to offer a course on art and gender, or on museology, would be an asset. A complete application will include a current curriculum vitae, email address, statement of research and teaching interests, and samples of publications. Applicants should arrange to have three confidential letters of reference sent by March 1, 2004 to: Professor John D. Hosler, Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario Canada N1G 2W1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program *that includes special measures to achieve diversity among its faculty and staff.* We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **ART HISTORY — The University of Western Ontario.** The Department of Visual Arts invites applications for a Probationary (tenure track) position in Art History, Theory and Criticism at the rank of Assistant Professor. The successful candidate will specialize in Modern Art of the 19th and 20th Centuries. Areas of research and teaching specialization should include museum and curatorial studies and new media art. Other

UNBC

College of Arts, Social & Health Sciences

Assistant Professor, Education Program (Tenure Track Position)

The University of Northern British Columbia, in conjunction with the Education Program, invites applications for a tenure-track position at the Assistant Professor level (completed doctorate preferred). This position is expected to start July 1, 2004, subject to budgetary approval. The successful candidate will teach and supervise graduate students, maintain an active research program, and teach in UNBC's undergraduate Teacher Education Program. In addition, candidates should have an extensive background in recent classroom instruction, and registration (or eligibility for registration) with the British Columbia College of Teachers.

Preference will be given to candidates with specialization in one of the following areas: elementary language; literacy (English Language Arts); elementary mathematics; or special education/learning disabilities. A secondary focus in one of the following areas would be desirable: educational technology; qualitative methods; second language acquisition; or physical education.
Competition # FAED32-03(B)
Closing date: February 28, 2004

Instructor Education Program (2 Full-time, Term Positions)

The University of Northern British Columbia, in conjunction with the Education Program, is seeking two doctoral level candidates (completed doctorate preferred) as full-time term sabbatical replacements. Candidates should be able to teach in UNBC's B.Ed. Program in one or more of the following areas: aboriginal education, classroom management, elementary mathematics, special education, elementary physical education, second language acquisition, secondary science, foundations, curriculum & instruction, and practicum supervision. Candidates will also be expected to teach graduate level courses in their area of expertise. Further, candidates should have an extensive background in recent classroom instruction, and registration (or be eligible for registration) with the British Columbia College of Teachers. These positions are anticipated to commence July 2004, subject to budgetary approval. **Competition #FAED03-04(B)**
Closing date: February 15, 2004

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting the appropriate competition number to: **Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Paul Madak, Chair of the Education Program, at Telephone (250) 960-6520, or Fax (250) 960-5536, or E-mail madakp@unbc.ca.** Applications received on or before the noted closing date will receive full consideration; however applications will be accepted until the position is filled.

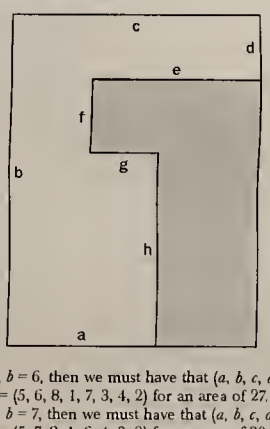
For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

Answer to Homework!

From page A4. Let a, b, c, d, e, f, g, h be the lengths of the sides of the octagon. We must have that $b = d + f + h$ and $e + a = g + c$. It is straightforward to argue that we should have $d < h < f$ and $g < a < e$; otherwise, we can find a hexagon of larger area. Either b or c must equal 8.



If $c = 8$, $b = 6$, then we must have that $(a, b, c, d, e, f, g, h) = (5, 6, 8, 1, 7, 3, 4, 2)$ for an area of 27.
If $c = 8$, $b = 7$, then we must have that $(a, b, c, d, e, f, g, h) = (5, 7, 8, 1, 6, 4, 3, 2)$ for an area of 30.
But, if $b = 8$, $c = 7$, then we must have $(a, b, c, d, e, f, g, h) = (4, 8, 7, 1, 6, 5, 3, 2)$ for an area of 36.

This problem is from a South African contest for school pupils.

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CAREERS CARRIÈRES

research and teaching interests may include contemporary art, film history, aboriginal art, post colonial studies, and craft and design histories. A PhD and a strong record of teaching and research are required. In addition to scholarly publication, alternative research initiatives including curatorial projects, websites, and materials-based projects will be viewed favorably by the committee. Teaching will include undergraduate courses as well as graduate seminars in the candidate's specific area(s) of expertise. The appointee will be expected to contribute to the academic life of a dynamic Department where art history and theory, and studio arts flourish together. Curriculum vitae, statement of teaching philosophy, examples of publications (and slides or other visuals if applicable) and names of three references should be sent with application by Friday, February 27, 2004 to Professor Patrick Mahon, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario N6A 5B7 (Phone: (519) 661-3440; Fax: (519) 661-2020). Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **ARTS — McMaster University.** The Faculty of Humanities invites applications for a tenure-track position at the rank of Assistant Professor in Electronic Texts and Text Analysis, commencing July 1, 2004. Minimum annual salary at the Assistent Professor rank will be $49,861 as of July 1, 2004. The successful candidate will be appointed to the Multimedia Program in the School of the Arts and, if suitable, to one of the following Departments: English, French, or Modern Languages and Linguistics. The successful candidate should demonstrate the ability to teach courses about electronic texts and text programming. Candidates should demonstrate research strength in the area of electronic textuality and computer-assisted text analysis. Expertise in computational linguistics or electronic scholarly editions will be an asset. Candidates should have a PhD in a relevant discipline in the humanities and have experience with research computing projects in the humanities. McMaster has a successful program in Multimedia, a new program in Communication Studies and is developing a graduate program in the area of Multimedia, Technology and Culture. McMaster is also the lead institution on a CFI funded Text Analysis Portal for Research project and is the host of the peer reviewed journal Text Technology. For further information, please consult www.humanities.mcmaster.ca/~macmedia/. The successful candidate will be expected to contribute to these learning and research activities where appropriate. Please forward applications, three letters of reference to Dr. Hayden Maginnis by February 28, 2004. Togo Salmon Hall 414, McMaster University, Hamilton, ON, L8S 4M2. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **ARTS & SCIENCE — Grant MacEwan College.** The Arts & Science Division invites applications for a full-time continuing Political Science position in the Department of Anthropology, Economics and Political Science. The applicant must have expertise in Canadian Government or Political Philosophy. Successful applicants must have a strong interest in teaching as a career priority and an interest in alternative modes of delivery. Applicants should also have a record of scholarly activities and an ability to work in a collegial environment. Grant MacEwan College is currently in a period of tremendous growth and change with the possibility of granting 4-year Bachelor of Arts degrees on the horizon. The college offers a competitive salary and benefits package. A PhD is required; however, strong candidates near completion will be considered. Applicants should forward curriculum vitae, transcripts and recent teaching evaluations, as well as three letters of reference to be submitted under separate cover. Please quote the competition number on all documents. If you have any questions regarding the position, please contact Cynthia Zutter at zutter@macewan.ca or 780-497-5868. Salary: Based on education and experience. Closing Date: February 15, 2004 Quote Competition No: 03.12.158. Grant MacEwan College thanks all applicants for their interest in employment; however, only those selected for interviews will be contacted. Apply to: Human Resources Department, Grant MacEwan College, City Centre Campus, Room 7-105, 10700-104 Avenue, Edmonton, AB T5J 4S2. Fax: (780) 497-5430, Phone: (780) 497-5434, E-mail careers@macewan.

■ **ARTS VISUELS — L'Université d'Ottawa.** Le Département d'arts visuels annonce l'ouverture d'un poste à temps plein menant à la permanence. Nous cherchons une personne qui travaille activement dans plusieurs des disciplines suivantes : installation, performance, arts informatiques ou électroniques, y compris les arts temporels, le son et l'art sur le Web. Une expérience en sculpture est un atout. Le Département offre le B.A. avec concentration en arts visuels et le Baccalauréat en arts visuels; ces deux programmes sont axés à la fois sur les pratiques d'atelier et sur la théorie. Exigences: maîtrise en beaux-arts (M.F.A.) ou équivalent; un engagement soutenu envers la production artistique, assorti d'un dossier d'exposition dynamique; un minimum de deux ans d'expérience en enseignement postsecondaire; une aptitude pour la conception de programmes; la capacité, dès l'entrée en fonctions, d'enseigner en français et en anglais. Le salaire est établi selon la convention collective entre l'Université d'Ottawa et l'Association des professeurs de l'Université d'Ottawa. Entrée en fonctions : 1er juillet 2004. Date limite des candidatures : 28 février 2004 ou jusqu'à ce que le poste soit comblé. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Prière de faire parvenir un curriculum vitæ détaillé, un dossier visuel de votre production artistique (p.ex., 20 diapositives, un CD-ROM, jusqu'à 15 minutes de vidéoclips ou d'autre matériel pertinent, y compris des publications), une sélection d'articles ou de comptes rendus sur votre travail artistique, un dossier d'enseignement comprenant des plans de cours et des évaluations de cours par les étudiants, ainsi que le nom et les coordonnées de trois personnes dont les lettres de référence doivent être envoyées directement à: Penny Cousineau-Levine, directrice, Département d'arts visuels, Université d'Ottawa, C.P. 450, Succ. A, Ottawa ON K1N 6N5. Pour de plus amples renseignements, veuillez communiquer avec le Département par courriel (artsvis@uottawa.ca), par Internet (www.uottawa.ca/academic/arts/arts-visuels) ou par téléphone (613-562-5868).

B

■ **BIOLOGIE — L'Université d'Ottawa.** Le département de biologie cherche à combler un poste à temps-plein menant à la permanence en bioinformatique. Les postes sont normalement au rang de professeur adjoint, mais les demandes provenant de candidats avec plus d'expérience seront considérées. Les candidats choisis participeront aux programmes de premier, deuxième et troisième cycle en sciences biopharmaceutiques, en biologie ainsi qu'en et/ou en sciences de l'environnement. Ceux qui désirent postuler doivent détenir un doctorat et doivent mener un programme de recherche indépendant de haut calibre. Puisque l'Université d'Ottawa est une institution bilingue, ce poste est destiné à une personne capable d'enseigner en français ainsi qu'en anglais. Le département a obtenu une subvention importante de la Fondation Canadienne pour l'innovation pour établir un Centre de Recherches Avancées en Génomique Environnementale; la personne choisie pour ce poste sera encouragé à participer aux activités du Centre. Nous avons des faboratoires équipés pour la fabrication de puces d'ADNc, et la bioinformatique. De plus, nous avons des lieux de travail conçus pour plusieurs types d'analyses environnementales. Les candidat(e)s intéressé(e)s doivent faire parvenir une description de leurs intérêts en recherche et en enseignement, un curriculum vitae, ainsi que les noms et les coordonnées de quatre personnes pouvant fournir des lettres d'appréciation avant le 1 mars, 2004. Veuillez envoyer les demandes au: Comité de sélection en bioinformatique, Département de biologie, Université d'Ottawa, C.P. 450 Succursale A, Ottawa, Ontario K1N 6N5 Canada. Télécopieur: 613-562-5486. L'équité en matière d'emploi est une politique de l'université; nous encourageons fortement les candidatures provenant de femmes, de membres d'une minorité visible, d'autochtones, ainsi que de personnes handicapées. En accord avec les règlements d'immigration, la priorité sera donnée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada.

■ **BIOLOGIE — L'Université d'Ottawa.** Le département de biologie cherche à combler un poste de professeur enseignant de professeur adjoint. On offre un contrat renouvelable de deux ans. Le(la) candidat(e) choisi(e) participera à l'enseignement au niveau du premier en biologie moleculaire et cellulaire et/ou écologie et environnement et/ou physiologie animale. Elle (il) pourra également participer à la supervision de projets de recherche des étudiants de spécialisation. Ce poste n'exige pas de recherche. Puisque l'Université d'Ottawa est une institution bilingue, on accordera préférence à une personne capable d'enseigner en français ainsi qu'en anglais. Ceux qui désirent postuler doivent détenir un doctorat. Les personnes intéressées doivent faire parvenir une description de leurs intérêts en enseignement et de leur expérience connexe en recherche, un curriculum vitae, ainsi que les noms et les coordonnées de quatre personnes pouvant fournir des lettres d'appréciation avant le 1 mars, 2004. Veuillez envoyer les demandes au: Comité de sélection en enseignement, Département de biologie, Université d'Ottawa, C.P. 450 Succursale A, Ottawa, Ontario K1N 6N5 Canada. Télécopieur: 613-562-5486. L'équité en matière d'emploi est une politique de l'université; nous encourageons fortement les candidatures provenant de femmes, de membres d'une minorité visible, d'autochtones, ainsi que de personnes handicapées. En accord avec les règlements d'immigration, la priorité sera donnée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada.

■ **BIOLOGY — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available in Cell and Molecular. Please see our full-page display ad in this issue.

■ **BIOLOGY — The University College of the Cariboo.** The Department of Biological Sciences invites applications for a continuing, full-time faculty position. The successful candidate will have a PhD in an appropriate discipline. Postdoctoral experience is an asset; a commitment to quality undergraduate education and a strong background in plant biology. This individual will provide instruction in a selection of plant related and first year courses. The teaching assignment will include ongoing responsibility for lecture and lab instruction in second year courses in Non-Vascular Plants and Vascular Plants, and participation in a team-taught field course, Field Methods in Terrestrial Ecology. The successful candidate will also have the opportunity to develop upper level courses in their area of specialization. Faculty members are expected to maintain a program of scholarly activity, including research, supervision of undergraduate research projects, and other professional activities. Evidence of potential for excellence in teaching and the ability to conduct a research program involving the training of undergraduate students is required. Start date is December 1, 2004. Applications will be reviewed commencing April 30, 2004. In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-171 with names, addresses and telephone numbers of three (3) referees, along

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This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall – Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

UNB Saint John

DEAN OF THE FACULTY OF SCIENCE, APPLIED SCIENCE AND ENGINEERING

The University of New Brunswick Saint John invites applications and nominations for the position of Dean of the Faculty of Science, Applied Science and Engineering.

UNB Saint John has a student population of approximately 3,100 (2,516 full-time), with 827 full-time students registered in the Faculty of Science, Applied Science and Engineering (SASE). Full-time faculty complement is 64.

The Faculty comprises six departments (Biology; Engineering; Mathematical Sciences; Computer Science & Applied Statistics; Nursing; and Physical Sciences). An Associate Dean has special responsibility for Health Sciences. In addition to its standard undergraduate programs, the Faculty has specialized programs in Marine Biology, Bio-Psychology, Computer Science, Data Analysis, and Health Sciences, and offers a number of programs in collaboration with the Fredericton campus of UNB, such as the first two years of a number of Engineering programs. Several articulated programs are offered in cooperation with the New Brunswick Community College and the Atlantic Health Sciences Corporation (Region 2), and new undergraduate programs are under consideration. Programs at the Masters and Doctoral level are also offered. The Faculty has an active and ambitious research agenda.

Research activity has doubled in the past four years, and is reflected in the appointment of a Tier 1 and a Tier 2 Canada Research Chair. The Faculty is involved in a number of research partnerships, most notably the Canadian Rivers Institute. In consultation with the Faculty of Business and the Faculty of Arts, as well as the Atlantic Health Sciences Corporation, SASE is currently investigating new partnerships to develop its health research agenda, recognized as an important priority. The Dean will be expected to provide effective academic leadership and sound administration to the Faculty, to participate effectively in ongoing academic and other campus planning, to work collaboratively with the Deans of Business and Arts, and to provide strong representation for the Faculty within the University and the community at large. Candidates should have demonstrated administrative skills, and an excellent record of teaching and research appropriate for the rank of Associate or Full Professor in Science, Applied Science, or Engineering disciplines. The initial appointment will be for five years, renewable after review for an additional five years.

Applications or nominations, along with a curriculum vitae and the names and addresses (including email addresses) of three referees, should be sent no later than 15 March 2004 to:

Dr. Kathryn Hamer
Vice-President (Saint John)
UNB Saint John
PO Box 5050, Saint John, NB E2L 4L5 Fax: (506) 648-5528
Email: khamer@unbsj.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

www.unbsj.ca

CAREERS CARRIÈRES

with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, UCC, P.O. Box 3010, Kamloops, British Columbia, V2C 5N3, http://cariboo.bc.ca/hr/job.htm.

■ **BIOLOGY — The University of Ottawa.** The Department of Biology invites applications for a two-year, full-time teaching position at the rank of Assistant Professor. The successful candidate will participate in undergraduate teaching in cell and molecular biology, and/or ecology and environmental science, and/or animal physiology. (S)he may also participate in the supervision of honours research projects. There are no expectations regarding research for this position. Applicants must hold a doctorate. Because the University is a bilingual institution, candidates able to teach in French and English will be preferred. Applicants should send a description of their teaching interests and relevant research experience, as well as a curriculum vitae, and the names of four referees before March 1, 2004 to: Teaching Search Committee, Department of Biology, University of Ottawa, Box 450 Station A, Ottawa K1N 6N5 Canada. Fax: 613-562-5486. Equity is a University policy: the University strongly encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **BIOLOGY — The University of Ottawa.** The Department of Biology invites applications for a tenure-track position in bioinformatics. Appointments will normally be at the Assistant Professor level, but applications from candidates at higher ranks may be considered. The successful candidates will participate in undergraduate and graduate teaching in programs in Biopharmaceutical Sciences, in Biology and/or Environmental Sciences. Candidates must have a PhD and a strong, independent research program. The University is a bilingual institution: the successful candidate must be able to teach in both French and English. The department has recently received major funding from the Canada Foundation for Innovation to establish a Centre for Advanced Research in Environmental Genomics; the incumbents will be encouraged to participate in the activities of the Centre. We have excellent laboratory facilities for cDNA microarray analysis and bioinformatics, as well as facilities for many types of environmental analyses. Applicants should send a description of their teaching interests and (for the bioinformatics position) their proposed research program, as well as a curriculum vitae, and the names of four referees before March1, 2004 to: Bioinformatics Search Committee, Department of Biology, University of Ottawa, Box 450 Station A, Ottawa K1N 6N5 Canada. Fax: 613-562-5486. Equity is a University policy: the University strongly encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **BIOLOGY — The University College of the Cariboo.** The Department of Biological Sciences, University College of the Cariboo invites applications for a continuing, full-time faculty position. The successful candidate will have a PhD in an appropriate discipline, M.Sc. considered; a commitment to quality undergraduate education, a strong background in cell and molecular biology, evidence of potential for excellence in teaching and the ability to conduct a research program involving the training of undergraduate students. This individual will provide instruction in a selection of undergraduate courses in cell and molecular biology, with the opportunity to develop upper level courses in their area of specialization. Faculty members are expected to maintain a program of scholarly activity, including research, supervision of undergraduate research projects, and other professional activities. Start date is August 1 2004. Applications will be reviewed commencing April 30, 2004. In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-172 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, UCC, P.O. Box 3010, Kamloops, British Columbia, V2C 5N3, http://cariboo.bc.ca/hr/job.htm.

■ **BIOTECHNOLOGY LABORATORY — The University of British Columbia.** A Research Associate position is available in the Biotechnology Laboratory. The position is grant supported and for a period of one year (renewable), commencing March 1, 2004. The researcher will join a ~10 member team working on the engineering and optimization of bioprocess systems. This job will include research, co-supervision of students and administration of mammalian cell protein production and stem cell bioprocessing projects (http://www.biotech.ubc.ca/faculty/piet.html). The applicant must have previous experience with molecular biology or bioreactor process R&D. They should have demonstrated ability to independently evaluate biological literature, develop research plans, perform experiments and write up results for publication. Experience with viral transfection or production would be a distinct asset. A fraction of time will be required for general administrative tasks. Strong English writing skills are required since this Research Associate position includes drafting or editing of manuscripts, theses and progress reports. Applicants for this position must have a PhD and at least 2 years postdoctoral experience. Applicants should send, no later than March 15, 2004, their curriculum vitae and the names of three referees to: c/o Catherine Ross, cross@interchange.ubc.ca, Biotechnology Laboratory, University of British Columbia, 6174 University Boulevard, Room 237, Vancouver, BC V6T 1Z3, Canada. UBC hires on the basis of merit and is committed to employment equity. Applicants must identify citizenship and/or immigration status. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

■ **BUSINESS — The University of Victoria.** The Faculty of Business is pleased to announce that we have an opening for a University of Victoria Scholar in the field of International Business. The special category of University of Victoria Scholar has been created to attract outstanding junior academics to UVic. The appointment will be as a tenure-track Assistant Professor. The Scholar Award will include a research stipend. We seek a special person for this position. The ideal candidate will have sound international business training and have a strong research interest in international business. Candidates with an expertise in one or more of the following areas are especially encouraged to apply: International economics, international finance, corporate social responsibility and corporate strategy in the global context. Candidates with expertise in a geographic region, especially Asia, Latin America, or Eastern Europe, or with expertise in the problems of transition economies, are also encouraged to apply. The successful candidate will join a Faculty that is distinct in many ways. In a recent study that reviewed publications in the top 32 business journals from 1995-2000, the Faculty placed first in Canada in output per faculty member. For its uniquely international business education, the Faculty has received both the ScotiaBank Award for Excellence in International Education from AUCC and the Award for Outstanding International Programming from CBIE. Applicants should hold or have nearly completed a PhD, with strong indications of excellent potential in research and teaching. The successful applicant must be comfortable with the Faculty's multi-disciplinary and cross-functional approach to business education and research and will work closely with the business community in support of the practical and experiential nature of our approach to business education. Overall, the University of Victoria is widely recognized for its innovative programs and its interdisciplinary and international initiatives. More than 18,000 undergraduate and graduate students from around the world enjoy a beautiful campus that offers outstanding academic, social, cultural, artistic, environmental and athletic opportunities. We hope you will consider joining our growing University and Faculty. Please send a letter of application with curriculum vitae, evidence of research and teaching skill, and three references to: Dr. Ali Dastmalchian, Dean, Faculty of Business, University of Victoria, PO Box 1700, STN CSC, Victoria, B.C. Canada V8W 2Y2, Telephone: (250) 721-6068, Fax: (250) 721-6613, E-mail: dastmal@business.uvic.ca, Website: www.business.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Consideration of applications will begin on January 26, 2004, but applications will be accepted until the position is filled.

■ **BUSINESS — The University College of Cape Breton.** Please quote reference number MBA0312 on all correspondence. The School of Business invites applications for a full-time, 12 month term faculty position in the MBA (Community Economic Development) program to commence June 2004. This position is subject to budgetary approval. UCCB's MBA in Community Economic Development (CED) blends the disciplines of business and social sciences, reflecting the multi-disciplinary aspect of the field of CED. In addition to course load, the successful candidate will have administrative responsibilities for specific domestic, national and international affiliations. Candidates must be a strong advocate for CED as a process for enabling communities to take control of their development issues and have a proven track record in contributing to CED knowledge through the research and publications that integrates key elements from social and business theory. Candidates should have (or be near completion of) a PhD in a related field, excellent communication skills, and the potential to enrich teaching and contribute actively to the life of the School community. Experience in practical CED projects as a leader/manager is preferred. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia B1P 6L2. Applications must be received by 4:00 p.m. March 5, 2004.

■ **BUSINESS — The University of Windsor.** The Odette School of Business invites applications for a tenure-track faculty position in the area of Business Strategy at the rank of assistant professor or lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

SCHOOL OF BUSINESS MANAGEMENT
TENURE-TRACK POSITIONS

Canada's pre-eminent 'practical' business school, Ryerson's School of Business Management is ideally situated for conducting strategic business research and providing unique learning experiences for students. The School graduates over 800 students each year with Bachelor of Commerce degrees in Accounting, Economics and Management Science, Finance, Human Resources Management, Management and Enterprise Development, and Marketing. Our School is experiencing tremendous growth, with many opportunities for faculty to be part of our future. As a result, we invite you to keep an eye out for upcoming advertisements and to visit us online (www.ryerson.ca/working/careers) on a regular basis to find out about other opportunities as they become available. The following positions are effective August 1, 2004.

MANAGEMENT

We invite applications for one tenure-track position in the Management area. The successful candidate must hold a PhD or a DBA in an area such as Operations Management, Supply Chain Management, Management Control or Project Management. A PhD which is near completion may also be considered. The ideal candidate will have expertise in a number of the above-mentioned areas, as well as some university teaching experience. Membership in a professional association such as PMAC, ISM, OMA, would be an asset. The successful applicant will be expected to undertake scholarly research in the Management area, plus provide leadership in developing the area of management studies. The successful applicant must share our focus on the development of management, want to work with us to develop the field in practical and theoretical ways, and wish to participate in the future development of a graduate program of the School. The appointment will be as an Assistant Professor and commensurate with current status in another University.

ACCOUNTING

We invite applications for two tenure-track positions in the Accounting area. The successful candidates are expected to hold a PhD or be in a PhD program, and also have an accounting designation. Preferred candidates will have teaching experience at the University level, and a specialty in Assurance Services, Accounting Information Technology, Financial Accounting. Applicants should possess an established research record or interest in research. Working closely with colleagues both within the University and in the accounting profession, the successful candidates are expected to be able to contribute to the leadership of the Accounting area and the School of Business Management, provide high quality education for their students, as well as participate in the review and development of an accounting curriculum relevant to an undergraduate business school. Each appointment will be as an Assistant Professor or commensurate with current status in another University.

Applications should be submitted by February 27, 2004 to: Dr. Peter Luk, Director, School of Business Management. E-mail: namarat@ryerson.ca. Only those applications received by the deadline will be guaranteed consideration.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

DEPARTMENT OF CHEMICAL ENGINEERING
TENURE-TRACK FACULTY POSITION

We invite applications for a tenure-track faculty position at the Assistant or Associate Professor level, in the areas of either water and wastewater treatment, or polymer and processing engineering, subject to budgetary approval. Applications will also be accepted from outstanding candidates in any field of chemical engineering.

Candidates must have a PhD in Chemical Engineering or a related field, a baccalaureate degree in Chemical Engineering, and a strong commitment to teaching and research, with the ability to establish or maintain a dynamic research program in their fields of expertise. Industrial experience will be a definite asset, and P.Eng. registration, or eligibility and commitment to register as a professional engineer, is a necessary condition for appointment. The level of appointment and salary will be commensurate with the qualifications of the candidate. The Department of Chemical Engineering, 3rd largest in Ontario, currently has 10 full-time faculty and approximately 220 undergraduate students pursuing Bachelor of Engineering degrees. The Department has undergone considerable expansion and development of research and graduate studies. Over 45 students have been enrolled in M.A.Sc. and M.Eng. graduate programs in Chemical Engineering. A PhD program is planned to commence in 2004/2005. Department faculty members are engaged in a variety of research areas, including air pollution and control, food waste treatment, water and wastewater treatment, process modelling and simulation, particle system technologies, products and process engineering, surface and interfacial science, polymer reaction and polymer science engineering. Increasing emphasis is being placed on collaborative research and partnerships with industry.

Applicants should send a complete resume that includes a detailed list of publications in the last seven years, professional experience, the names of three references, and a statement of research and teaching interests, to: Department of Chemical Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. E-mail: chemeng@ryerson.ca. Appraisal of applications will commence by February 1, 2004, and continue until the position is filled.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UCC — THE TOTAL EXPERIENCE

KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 9,000 students now attend UCC to study in one of our 12 university degree programs or 85 different diploma and certificate programs, many of them unique in the province.

FACULTY MEMBER – Physical Science
Full-Time

DUTIES. The Department of Chemistry invites applications for a new continuing, full-time faculty position. The successful candidate will have a commitment to quality undergraduate education and a strong background in chemical biology. UCC has introduced a new interdisciplinary B.Sc. Degree with a Major in Chemical Biology, and an Honours in Chemical Biology is under development. UCC also offers B.Sc. degrees with The Canadian Society for Chemistry accredited Majors in Chemistry and in Environmental Chemistry. Duties will include instructing a selection of lecture and laboratory courses in Chemistry at all levels, as well as supervising undergraduate research projects. The courses will include first and second year Chemistry and upper level courses suited to the candidate's background. The successful candidate will be expected to maintain a program of scholarly research activity.

QUALIFICATIONS.
- Ph.D. in Chemistry
- Established teaching experience at the post-secondary level is a definite asset
- Candidates with experience in one or more of the following areas are preferred: bio-organic chemistry, bio-analytical chemistry, medicinal/pharmaceutical chemistry and bio-physical chemistry

COMMENCEMENT DATE. August 1, 2004

CLOSING DATE FOR APPLICATIONS: Applications will be reviewed commencing March 5, 2004 and may continue until position is filled.

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting **Competition #03-176** with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Irene Bazell
Human Resources Officer
UCC
P.O. Box 3010
Kamloops, BC V2C 5N3

Please visit our Web site at:
http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

UNIVERSITY ...with a difference

CAREERS CARRIÈRES

FACULTY POSITIONS

Northern Ontario Medical School

A new medical school and joint venture of Laurentian and Lakehead Universities, the Northern Ontario Medical School (NOMS) has main campuses in Sudbury and Thunder Bay, and multiple teaching and research sites distributed across Northern Ontario.

NOMS invites applications for tenure-track or tenured positions. The faculty at NOMS are distributed among the Medical Sciences, Human Sciences and Clinical Sciences Divisions. Appointment will be at the rank of Assistant, Associate or Full Professor. Individual positions may be located either in Sudbury or Thunder Bay and all faculty will have academic status at either Laurentian University or Lakehead University. Successful candidates will be expected to teach undergraduate medical students in a case-based curriculum, carry out externally funded innovative research, and participate in administrative activities. The minimum requirements are a PhD, or equivalent, teaching experience at the university level, and demonstrated experience in research. Experience teaching in small groups and a record of interdisciplinary teaching and research will be an advantage. Remuneration is competitive and will be based on qualifications and experience. Applications will be considered beginning January 26th, 2004 and all positions will remain open until filled. Successful applicants will be expected to take up their positions by September 2004.

Medical Sciences Division (6 positions)
Applications are invited from qualified individuals with experience in one or more of the areas of anatomy, biochemistry, physiology, pharmacology, cell biology, molecular biology, microbiology, immunology or genetics.

Human Sciences Division (3 positions)
Applications are invited from qualified individuals with experience in one or more of the following areas: biomedical ethics, professionalism, and/or the history of medicine; behavioral science; cultural competency, ethnicity, and/or social accountability; statistics and epidemiology; northern and rural health and health policies, with special focus on Aboriginal and Francophone issues.

Inquiries should be directed to either:

Dr. Garry Ferroni
Division Head, Medical Sciences
Northern Ontario Medical School
East Campus at Laurentian University
Phone: (705) 662-7222
Email: garry.ferroni@normed.ca

Dr. Todd Dufresne
Division Head, Human Sciences
Northern Ontario Medical School
West Campus at Lakehead University
Phone: (807) 343-8694
Email: todd.dufresne@normed.ca

Further information about these positions is available at http://www.normed.ca.

Applications should be submitted to:
Northern Ontario Medical School
Attention: Human Resources
935 Ramsey Lake Road, Sudbury, ON P3E 2C6
Email: Human.Resources@normed.ca

Applications should include a cover letter confirming the applicant's understanding of NOMS' educational philosophy, a curriculum vitae, evidence of teaching and research experience, one to three representative publications, and the names of three referees who may be contacted on the approval of the applicant.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Northern Ontario Medical School is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

NOMS Lakehead University Laurentian University / Université Laurentienne

St. Thomas University

LEADERS IN LIBERAL ARTS

VISITING CHAIR IN CRIMINOLOGY

St. Thomas is a flourishing undergraduate Catholic university firmly anchored in the liberal arts. Our beautiful campus is located in the charming capital city of Fredericton, adjacent to the University of New Brunswick. Our Bachelor of Arts programme is one of the largest in the region.

Through a special endowment in criminology and criminal justice, St. Thomas is able to host the position of Visiting Chair in Criminology for four months each year. The Visiting Chair is offered to a scholar with a well-established record of research. Those appointed to the chair are expected to teach one undergraduate elective course in an area of their choice; conduct research in criminology/criminal justice; and engage in outreach activities with government and community partners, and/or participate in the hosting of a special symposium in their area of expertise.

St. Thomas is soliciting applications for either the September-December term or the January-April term of the academic years 2004-5, 2005-6, 2006-7, 2007-8, and 2008-9. We are particularly interested in applications from researchers with expertise in the following areas: intra-family violence; women offenders; young offenders; geriatric offenders, offenders with behaviour or mental disorders; chemically-addicted offenders, restorative justice; aboriginal justice, electronic crime; organized crime.

Applications should include a statement describing the research to be undertaken while at St. Thomas, the course that would be offered, the year and semester that would be most suitable for the appointment, a curriculum vitae, and the names of two referees. Applications should be sent to Dr. Richard Myers, Vice-President (Academic), St. Thomas University, Fredericton, NB. E3B 5G3. The deadline for applications is March 15, 2004.

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■ **CANADIAN STUDIES** — The University of Ottawa. The Faculty of Arts welcomes candidacies for the position of Director of the Institute of Canadian Studies. The Institute focuses on the study of Canada in an international context, the linking of research activities and public policy debate, the offering of discipline-based interdisciplinary academic programs and the innovative use of information technologies. It plays a key role within one of the University of Ottawa's Strategic Areas of Development: Canada — Social and Cultural Challenges. It offers teaching and research infrastructure for students, professors and visitors, and provides a venue for interdisciplinarity, research/public policy debate, and national/international exchange (see http://www.canada.uottawa.ca/frameh.htm). The successful candidate will be a leader in the field of Canadian Studies who will contribute to the national and international reputation of the Institute. His/ her research and teaching interests will fit within one or more of the departments of the Faculty of Arts associated with the Canadian Studies interdisciplinary Doctoral Program: English, Geography, History, Lettres françaises, Linguistics, Philosophy, Translation or Religious Studies. Candidates should hold a PhD, have a significant body of publications and a strong record of research funding, possess administrative and university experience, and be fluent in English and French. Hiring will be at the rank of Associate or Full Professor in a tenure-track position, in one of the above- mentioned departments. The starting date is July 1st, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University Policy. Each applicant should submit a curriculum vitae, examples of recent publications and arrange for three confidential letters of recommendation to be sent separately by March 15th, 2004 to: Dr. Antoni Lewkowicz, Associate Dean (Research), Faculty of Arts, University of Ottawa, 60 University Street, Ottawa, ON K1N 6N5.

■ **CELL BIOLOGY** — The University of Alberta. The Department of Cell Biology, Faculty of Medicine and Dentistry invites applications for a tenure-track position at the Assistant/ Associate Professor level. We seek an individual who will complement and extend our existing strengths in cell signaling/cell cycle, protein targeting, organelle biogenesis, cell-cell interactions and neurobiology. Applicants should have a PhD, a proven record of research achievement and will be expected to apply for funding from the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with several multi-disciplinary research groups within the University. A contribution to the Department's teaching program will also be expected. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf to: Dr. Richard Rachubinski, Chair, Department of Cell Biology, 5-14 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Deadline for receipt of applications is March 31, 2004. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CHEMICAL ENGINEERING** — The University of Waterloo. The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the emerging area of nanotechnology with research interests related to nano-engineered materials, bio-nano systems or nano-instruments or microfluidics. Excellent candidates in other areas of Chemical Engineering will also be considered. Applicants are expected to hold a PhD in Chemical Engineering or a closely related discipline, display demonstrated excellence in research and excellent teaching skills. The candidate will be expected to develop and lead an active, internationally recognized research program. Duties will also include teaching graduate and undergraduate courses in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a collegial, interdisciplinary and collaborative research environment. With 28 faculty members and a total annual enrolment of 500 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://uwaterloo.ca. Applicants should send a curriculum vitae, a clearly outlined research program, a statement of teaching interests, and the names and full contact information for three referees to Professor Thomas Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMICAL ENGINEERING** — The University of Waterloo. The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of chemical reaction engineering with expertise in fundamental and applied catalysis and chemical reactor design. The applicant is encouraged to participate in other research activities in the department relating to clean fuels, hydrogen production, catalytic distillation, nanomaterials and energy efficient processes. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T.A. Ouever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY** — The University College of the Cariboo. The Department of Chemistry invites applications for a continuing, full-time faculty position. The successful candidate will have a commitment to quality undergraduate education and a strong background in chemical biology. UCC has introduced a new interdisciplinary B.Sc. Degree with a Major in Chemical Biology, and an Honours in Chemical Biology is under development. UCC also offers B.Sc. degrees with The Canadian society for Chemistry accredited Majors in Chemistry and in Environmental Chemistry. Duties will include instructing a selection of lecture and laboratory courses in Chemistry at all levels, as well as supervising undergraduate research projects. The courses will include first and second year Chemistry and upper level courses suited to the candidate's background. The successful candidate will be expected to maintain a program of scholarly research activity. Qualifications: PhD in Chemistry. Established teaching experience at the post-secondary level is a definite asset. Candidates with experience in one or more of the following areas are preferred: bio-organic chemistry, bio-analytical chemistry, medicinal/pharmaceutical chemistry and bio-physical chemistry Term of Employment: August 1, 2004. Applications will be reviewed commencing March 5, 2004 and may continue until position is filled. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-176 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, UCC, P.O. Box. 3010, Kamloops, B.C. V2C 5N3, www.cariboo.bc.ca/hr/job.htm.

■ **CHEMISTRY** — The University of Waterloo. The Department of Chemistry is seeking to make a new tenure-track appointment in any area of Chemistry and Biochemistry. Individuals with expertise in any area of modern chemistry, ranging from biochemistry to materials science and including macromolecular science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD, in any area of Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor, however applications for appointments at a more senior rank will also be considered. Inquiries and applications should be directed to: The Chair, Department of

Simon Fraser University
Assistant Professor
First Nations Studies

The First Nations Studies Program at Simon Fraser University seeks to fill a three year limited term appointment at the rank of Assistant Professor. We are looking for a faculty member with research and teaching interests in any area of indigenous studies provided they relate to First Nations issues (historical, linguistic, contemporary etc) in North America. This appointment will be made to a home department in the Faculty of Arts in keeping with the candidate's disciplinary specialisation. Three courses per year will be taught in the First Nations Studies Program with a fourth taught in the home department.

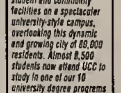
Applicants should hold a PhD or be in a PhD program with all but dissertation completed. Other graduate degree qualifications may be considered. Suitable applicants of First Nations heritage are especially encouraged to apply. Applications should provide a curriculum vitae, the names and addresses for three academic referees, and a written statement of expertise and background, especially as these may relate to course delivery from an indigenous perspective.

Applications or inquiries should be directed to **Dr. David Burley, Chair, First Nations Studies Search Committee, Department of Archaeology, Simon Fraser University, Burnaby, B.C., V5A 1S6** (burley@sfu.ca). The closing date for application submission is **March 1, 2004**.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval.

UCC THE TOTAL EXPERIENCE — KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.



UCC invites applications for the following positions:

FACULTY MEMBERS
Summer Session
Part-Time
Competition # 04-004

For further information about these positions, please visit our Web site at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

UCC KAMLOOPS, BC UNIVERSITY ... with a difference

CAREERS CARRIÈRES

Chemistry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal (max. 5 pages in length) and arrange for three letters of recommendation from professional references to arrive before March 1, 2004. Additional information concerning the Department and the University of Waterloo can be found at http://science.uwaterloo.ca/chemistry. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

■ **CHEMISTRY — The University of Waterloo.** The Department of Chemistry invites applications from highly qualified women and aboriginal candidates to be nominated for a University Faculty Award. Details of the NSERC UFA Program are available at: http://www.nserc.ca/professors_e.asp?nav=profnav&bhcp=1. Individuals with expertise in any area of modern chemistry, ranging from biochemistry to materials science and including macromolecular science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD in any area of Chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor however applications for appointments at a more senior rank will also be considered. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G. Applicants should submit a complete curriculum vitae, a research proposal (maximum of 5 pages in length) and arrange for three letters of recommendation from professional references to arrive before April 1, 2004. Additional information concerning the Department of Chemistry and the University of Waterloo can be found at http://sciborg.uwaterloo.ca/chemistry. In accordance with UFA requirements this position is available only to Canadian citizens and permanent residents of Canada.

■ **CHEMISTRY & BIOCHEMISTRY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in general chemistry. Please see our full-page display ad in this issue.

■ **CHEMISTRY — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available in Modern Mandarin Chinese Language and Culture. Please see our full-page display ad in this issue.

■ **CINEMA — Concordia University.** The Faculty of Fine Arts announces one full-time tenure track position in Film Production at the level of Assistant Professor, for the 2004-2005 academic year, pending budgetary approval. Application Deadline: 5 March 2004. The successful candidate will be able to teach undergraduate and graduate core production courses covering analog and digital film production, and specialized courses in areas of production. The candidate will be well versed in the aesthetic, cultural, and technical developments of contemporary cinematic practice, and be knowledgeable in a range of genres as they relate to the context of the Faculty of Fine Arts. Requirements include an MA or MFA, or equivalent professional artistic experience, and an established research record supported by a body of work and curriculum vitae. All else being equal, preference will be given to bilingual candidates having teaching experience, administrative skills, and a commitment to the advancement and operations of The Mel Hoppenheim School of Cinema. Short-listed candidates will be expected to present their research and creative work to an audience of faculty and students. Send curriculum vitae, samples of work, a teaching dossier and a letter of application, with the names of three references to: Film Production Search Committee, c/o Amely Jurgenllemk, The Mel Hoppenheim School of Cinema, Concordia University, 1455 de Maisonneuve Blvd. West, FB 319, Montreal, Quebec, H3G 1M8. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **CIVIL ENGINEERING — The University of Waterloo.** The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidates will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have a research interest in the analytic, numerical or stochastic simulation of contaminant transport and fluid flow in aquatic systems. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering and Environmental Engineering including mathematics and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor L. Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **CIVIL ENGINEERING — The University of Waterloo.** The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor L. Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — The University of Western Ontario.** The Department of Civil and Environmental Engineering has established an international reputation in geotechnical, wind and structural engineering through the activities of the Geotechnical Research Centre, the Boundary Layer Wind Tunnel and the Institute for Catastrophic Loss Reduction. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these qualities to join our Department in a probationary (tenure-track) position as Assistant Professor in Geotechnical Engineering. Outstanding candidates may be considered for the probationary position at the Associate Professor level. The Geotechnical Research Centre has outstanding state-of-the-art research facilities, dedicated technical and administrative staff and five

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Saint Mary's University

Halifax, Nova Scotia, Canada

Dean of Graduate Studies and Research

Saint Mary's University invites applications for the position of Dean of Graduate Studies and Research. This appointment will be the first full-time decanal appointment to the Faculty of Graduate Studies and Research since its establishment in 2001. The successful candidate will also be appointed to a tenured position in an appropriate academic department.

Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's currently has a complement of over 200 faculty members, nearly half of whom have been appointed in the last ten years. A significant portion of the faculty has external research funding.

A sustained policy of academic renewal has enhanced research activities and allowed for the development of a broad spectrum of disciplinary and interdisciplinary graduate programs in Arts, Business and Science. There are currently two doctoral and fifteen master's degrees, plus two graduate diplomas. Research centres and institutes exist in areas of special strength including Atlantic Canada Studies, Computational Astrophysics, Occupational Health and Safety, Leadership Excellence, and Ethics and Public Affairs. Further growth in graduate studies and continuous strengthening of the research culture have been identified as strategic priorities in the Academic Plan for the University.

Reporting to the Vice-President Academic and Research, the Dean will be responsible for the administration of the Faculty of Graduate Studies and Research, the development and implementation of internal policies, and fostering positive external relations. The Dean will be the chief advocate for graduate studies and research at Saint Mary's and for the interests of graduate students. She/he will also be responsible for promoting community partnerships and for maintaining a strong tradition of involving undergraduate students in research.

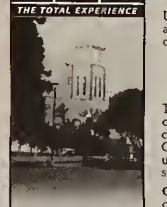
Candidates should have a record of success in research and in obtaining research funding; proven leadership qualities and administrative ability; an extensive knowledge of research policy, funding opportunities, and of emerging trends in the research community. They should also display a commitment to collegiality, an innovative spirit, a strong sense of ethics and fairness, and the vision and energy to champion interdisciplinary and cross-faculty collaboration.

Applications, including a detailed curriculum vitae and the names and addresses of three referees, should be addressed to the **Search Committee for Dean of Graduate Studies and Research, c/o Dr. T. Murphy, Vice-President, Academic and Research, Saint Mary's University, Halifax, N.S. B3H 3C3**, no later than **March 31, 2004**. The appointment will be effective July 1, 2004 or as soon thereafter as possible.

In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our web site at **www.smu.ca**.

UCC THE TOTAL EXPERIENCE

KAMLOOPS, BRITISH COLUMBIA



The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 9,000 students now attend UCC to study in one of our 12 university degree programs or 85 different diploma and certificate programs, many of them unique in the province.

University with a difference – Welcome to UCC, where flexibility, quality teaching, and personal attention offer a unique university experience for 9,000 students in over 100 academic programs.

ENGLISH AND MODERN LANGUAGES
Competition #03-170

The English and Modern Languages department invites applications for a continuing, full-time position in German. This position has scholarly activity as a component. The successful candidate must have native or near-native fluency in German and have substantial experience and a strong commitment to undergraduate language and literature teaching at all levels. A solid record of scholarly activity is highly recommended.

CLOSING DATE FOR APPLICATIONS: Applications will be reviewed commencing 01 March 2004 and will continue until position is filled. This position commences 01 August 2004.

BIOLOGY
Competition #03-171

The Department of Biological Sciences invites applications for a continuing, full-time faculty position. The successful candidate will have a commitment to quality undergraduate education, a strong background in plant biology, evidence of potential for excellence in teaching and the ability to conduct a research program involving the training of undergraduate students. This individual will provide instruction in a selection of plant-related and first year courses. The successful candidate will also have the opportunity to develop upper level courses in their area of specialization.

CLOSING DATE FOR APPLICATIONS: Applications will be reviewed commencing 30 April 2004 and will continue until position is filled. This position commences 01 Oecember 2004

BIOLOGY
Competition # 03-172

The Oepartment of Biological Sciences invites applications for a continuing, full-time faculty position. The successful candidate will have a commitment to quality undergraduate education, a strong background in cell and molecular biology, evidence of potential for excellence in teaching and the ability to conduct a research program involving the training of undergraduate students. This individual will provide instruction in a selection of courses in first and second year cell and molecular biology, with the opportunity to develop upper level courses in their area of specialization.

CLOSING OATE FOR APPLICATIONS: Applications will be reviewed commencing 30 April 2004 and will continue until position is filled. This position commences 01 August 2004.

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the competition number with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Irene Bazell, Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC V2C 5N3

For further information about these positions, please visit our website at:
http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

UCC KAMLOOPS, BC
UNIVERSITY
...with a difference

Western

The University of Western Ontario

Assistant/Associate Professors Chemical & Biochemical Engineering

Applications are invited for two tenure-track (probationary) faculty positions at the Assistant or Associate Professor level in the Department of Chemical and Biochemical Engineering. Exceptional candidates may be considered at Professor level with Tenure. The Department intends to fill the positions with candidates who have research interests in the areas of reaction/reactor engineering (position 1) and emerging areas in Chemical or Biochemical Engineering (nanomaterials, biopolymers, pharmaceuticals) (position 2). Candidates for the above mentioned faculty openings should have a PhD in Chemical Engineering, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to, and eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. The deadline for receipt of applications is **March 31, 2004**, or until the positions are filled. The preferred starting date for the appointment is July 1, 2004 but this is negotiable.

Situated in picturesque, London, Ontario, a city of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university http://www.uwo.ca/uwocom/western/about/. Western Engineering embraces this mission, and is presently undergoing a rapid expansion. Exciting new opportunities are developing within our Faculty, including the addition of a new state-of-the-art building (Thomepon Engineering Building). Partnerships with the Faculties of Medicine & Dentistry and affiliated research institutes, Health Sciences and Science exist, and major research facilities such as the internationally renowned Boundary Layer Wind Tunnel Laboratory and the NRC Integrated Manufacturing Technology Institute are easily accessible. There exist many unique opportunities with industry in London and southwestern Ontario, where The University of Western Ontario is the major research and engineering resource.

The Department of Chemical and Biochemical has 17 faculty, 6 staff, and over 76 graduate students enrolled in the MESc and PhD programs. It is one of four Departments in the Faculty of Engineering. The Faculty of Engineering [http://www.engga.uwo.ca], has over 85 faculty and 70 staff members, and a total student body which exceeds 1500 undergraduates and 350 graduate students.

Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to:

Sohrab Rohani, Chair
Department of Chemical and Biochemical Engineering
Faculty of Engineering
Thompson Engineering Building
The University of Western Ontario
London, Ontario, Canada N6A 5B8
rohani@eng.uwo.ca

Positions are subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

active, core faculty members whose expertise spans a broad spectrum of geotechnical and geoenvironmental engineering and is seeking to add two new members, including an appointment at the Assistant Professor level to take advantage of growing research opportunities, strengthen both the undergraduate and graduate programs, and develop greater synergies with other research groups in the Department, including the Structural Engineering Group, the Boundary Layer Wind Tunnel Laboratory and the Institute for Catastrophic Loss Reduction. You will be expected to have an earned PhD degree in any area of geotechnical engineering at the time of appointment and develop a vigorous externally funded research program in your field and/or in any other emerging fields such as infrastructure systems engineering, buried infrastructure design and analysis, geotechnical engineering for resource development and exploitation, or natural disaster-related geotechnical analysis. You will also be expected to supervise graduate students and instruct in undergraduate and graduate geotechnical engineering courses, such as soil mechanics and foundation design, infrastructure management and rehabilitation, rock mechanics, along with other introductory civil engineering courses. A self-starter with initiative, you will be expected to have excellent interpersonal skills, a proven research record or potential, excellent communication and teaching skills, a demonstrated ability to work closely with industry and eligibility for registration as a Professional Engineer in Ontario. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to: Dr. E.K. Yanful, P.Eng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9, Tel: (519) 850-2946; Fax: (519) 661-3779, Email: eyanful@eng.uwo.ca. Applications will be accepted until April 30, 2004. Anticipated start date for the position is July 1, 2004. Salary will be commensurate with experience and research record. The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — The University of Western Ontario.** The Department of Civil and Environmental Engineering at The University of Western Ontario has established an international reputation in geotechnical, wind and structural engineering through the activities of the Geotechnical Research Centre, the Boundary Layer Wind Tunnel and the Institute for Catastrophic Loss Reduction. Our success in attracting students and funding is based on our dedication to excellence in teaching, research productivity, and the relevance of our research to industry. We are seeking an outstanding individual with these and leadership qualities to join our Department in a senior tenured faculty position as Canada Research Chair Tier 1 in Geotechnical Engineering and as a Research Director in the Geotechnical Research Centre. The tenured position will be at the rank of Professor, although an appointment at the rank of Associate Professor may be considered. The Geotechnical Research Centre has outstanding state-of-the-art research facilities, dedicated technical and administrative staff and five active, core faculty members whose expertise spans a broad spectrum of geotechnical and geoenvironmental engineering and is seeking to add two new members, including an appointment as Canada Research Chair Tier 1 to take advantage of growing research opportunities, strengthen both the undergraduate and graduate programs, and develop greater synergies with other research groups in the Department, including the Structural Engineering Group, the Boundary Layer Wind Tunnel Laboratory and the Institute for Catastrophic Loss Reduction. Within this flourishing research environment, you are expected to have an earned PhD degree in any area of geotechnical or geoenvironmental engineering and be someone recognized by your peers as a world leader in your field of research. You have demonstrated evidence of outstanding research scholarship, both nationally and internationally, including publication of your work in reputable refereed journals, and a demonstrated willingness and capability to embrace or work in new and emerging areas. Your background includes a substantial record of ability to attract significant research funding from industry and governmental agencies. You will be expected to supervise graduate students and instruct in undergraduate and graduate geotechnical engineering courses, such as soil mechanics and foundation design, infrastructure management and rehabilitation, and rock mechanics. As a leader with initiative, drive and vision, you will be expected to have excellent interpersonal skills, excellent communication and teaching skills, a demonstrated ability to work closely with industry, and eligibility for registration as a Professional Engineer in Ontario. If you share our commitment to excellence in teaching and research and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests, and the names of three referees to: Dr. E.K. Yanful, P.Eng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9, Tel: (519) 850-2946; Fax: (519) 661-3779; Email: eyanful@eng.uwo.ca. Applications will be accepted until April 30, 2004. Anticipated start date for the position is January 2005. Salary will be commensurate with experience and research record. The position is subject to budget approval. Applicants should have fluent writing and verbal communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Detailed information about the Canada Research Chair program may be found at http://www.chairs.gc.ca/web/program/index_e.asp.

■ **CLASSICS — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available in Classical Archaeology. Please see our full-page display ad in this issue.

■ **COMMUNICATION & PUBLISHING — Simon Fraser University's** Master of Publishing program (http://www.sfu.ca/publishing/education/mpub/) invites applications from energetic and enthusiastic publishing scholars and/or qualified publishing professionals with a proven research and teaching record. The successful applicant will contribute to a vibrant, professional graduate program. Teaching may also include some undergraduate courses. The program seeks to fill one tenure track, assistant professor position as of September 2004 with an individual who holds or is on the way to holding a PhD; has an established research/project record, has team working experience, and teaching experience. Teaching responsibilities will include seminar and project courses focusing on evolving publishing technologies particularly web and database technologies and metadata standards. The successful applicant will be expected to join the applied research team of the Canadian Centre for Studies in Publishing (www.sfu.ca/cssp/Advanced Publishing Research Lab (www.apurl.org). The MPub program admits 18 students each year and offers a tightly integrated curriculum that demands a high level of cooperation among faculty and an ability to teach to program needs. Letters of application should be send to Rowland Lorimer, Director, Master of Publishing program, the Canadian Centre for Studies in Publishing, Simon Fraser University, 515 West Hastings St. Vancouver, British Columbia, V6B 5K3 Email: lorimer@sfu.ca. Deadline for applications is February 28, 2004. Please name three referees and provide contact information. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadians and permanent residents of Canada will be given priority.

■ **COMMUNICATION STUDIES — Concordia University.** The Faculty of Arts and Science has up to two full-time appointments available in Media Production. Please see our full-page display ad in this issue.

■ **COMMUNICATION STUDIES — York University.** The Division of Social Science, Faculty of Arts, invites applications for one tenure-track appointment at the rank of Associate Professor in Communication Studies, starting July 1, 2004 (subject to budgetary approval). Applicants are expected to have a PhD in Communication or a related discipline and to have demonstrated excellence in research, publication and teaching, and an ability to teach in an interdisciplinary program. Since the successful candidate will play a key role in the York-Ryerson Joint Graduate Program in Communication and Culture, experience in teaching and supervision at the graduate level is strongly preferred. We encouage applications from established scholars in a range of subject areas, including but not limited to, New Media, Organizational Communication, and the History of Communication. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations and arrange to have three referees send letters of reference directly to: Dr. Mary-Louise Craven, Chair, Division of Social Science, 5536A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, tel: (416) 736-2100 x77812; fax (416) 736-5574, email: mlc@yorku.ca. Deadline for applications is March 15, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **COMMUNICATION STUDIES — McMaster University.** The Communication Studies Programma invites applications for a three year Contractually Limited Appointment in Technical and Professional Writing in the Digital Age at the rank of Assistant Professor, commencing July 1, 2004. Minimum annual salary at the Assistant Professor rank will be $49,861 as of July 1, 2004. We are seeking a candidate with a PhD in a relevant discipline, a research and teaching record in the field of communication skills and with experience teaching writing skills relevant for students in the field of Communications. Experience developing electronic resources for teaching communication skills, as well as experience in editing and managing a journal will be considered an asset. The successful candidate will be expected to contribute to the peer reviewed journal Text Technology, published by McMaster University. The successful candidate will be part of a very dynamic team and will be expected to participate in research and teaching activities in both the Communication Studies Programme and the Multimedia Programme. Application should include a curriculum vitae, teaching statement, samples of published work, and three letters of recommendation addressed to: Dr. Magda Stroinska, Director, Communication Studies Programme, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2. The closing date for applications is February 28, 2004. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **COMPUTER SCIENCE — The University of Western Ontario.** The Position: The University of Western Ontario, a top-tier research University in Canada, is actively expanding its activities in Computer Science in Bioinformatics. The Department has received funding from SHARCNet (www.sharcnet.ca) for a position in Bioinformatics with a particular emphasis on computational techniques. This is a probationary (tenure-track) position at the Assistant Professor level which will complement the Department's already strong group in Bioinformatics, and in Bio-computing, including one Canada Research Chair. This group has established close working relationships with other researchers across campus, including Biology, Biochemistry, and Biomedical Engineering, as part of a University-wide initiative in Bioinformatics (for details see www.bioinformatics.uwo.ca). The Department: The department currently comprises 32 faculty in teaching and research positions. Degrees at the BSc, MSc and PhD levels are offered in Computer Science, as well as a degree with specialization in Bioinformatics. Research in the department spans topics in the fundamental areas of computer science, as well as emerging subjects such as molecular computing, bioinformatics, legal issues in computing, network quality of service, and web technologies (see www.csd.uwo.ca/research for more details). Links with the other departments in the Faculty of Science and with Faculties of Medicine & Dentistry, Law, Information and Media Studies, and the Ivey School of Business allow the department to offer its students unique courses and foster interdisciplinary research opportunities for faculty and graduate students. Major research projects are funded by international, federal, provincial and private sector sources. New faculty are invited to participate in existing research projects, and to initiate projects of their own. The University and City: With a full-time enrollment of about 32,000, The University of Western Ontario graduates students from a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit. With parks, treelined streets and bicycle trails, London is known as the "Forest City". A recently expanded international airport, galfenes, theatre, music and sporting events are to be found, as would be expected of a larger center (see www.tourism.london.on.ca). To Apply: The closing dates for applications are the second Friday of each month until June 11, 2004. Candidates should have a PhD in Computer Science or in a Bioinformatics related area, with a strong Computer Science background, and must show evidence of a strong research program and commitment to teaching. Priority will be given to candidates who build on existing strengths of the department, or who can establish leading projects in new areas. Successful candidates will teach in both the graduate and undergraduate programs of the department and pursue a strong, individually-defined research program. To apply, please send a CV, a statement of your teaching philosophy and three representative publications to: Prof. Michael A. Bauer, Chair, Department of Computer Science, MC355, The University of Western Ontario, London Ontario, Canada N6A 5B7, e-mail: positions@csd.uwo.ca. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **COMPUTER SCIENCE — The University of Waterloo** invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of artificial intelligence, human-computer interaction, bioinformatics, and web data management. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensuate with experience, and appointments are expected to commence during the 2004 calendar year. With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies such as Watcom (now iAnywhere Solutions Inc.), Waterloo Maple Inc. and Open Text Corp. Applications should be sent by electronic mail to cschair@cs.uwaterloo.ca, or by post to Chair, Advisory Committee on Appointments School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. These appointments are subject to the availability of funds.

■ **CRIMINOLOGY — Ryerson University's** School of Justice Studies invites applications for a tenure-stream faculty position at the Assistant Professor level, commencing August 1, 2004, subject to budgetary approval. The School of Justice Studies offers a part-time degree completion program in Justice Studies, and is preparing for the launch of a full-time undergraduate degree program in Criminal Justice for Fall 2005. We are looking for a scholar who is particularly interested in teaching career-oriented university students at the undergraduate level. Applicants should have a substantial background of full-responsibility teaching experience and a demonstrated capacity for research. The successful candidate should have a PhD in Criminology by the start of the contract, and will be expected to participate in ongoing School and curricular activities. Application letters must include a cover letter, indicating specific areas of interest in both teaching and research, a current curriculum vitae, indicating specific courses taught to which the applicant has borne full academic responsibility, and documentation of teaching excellence. Applications must be received by noon (local time) on Monday, March 1, 2004. Send to: Dr. Colin Mooers, Chair, School of Justice Studies, Ryerson University, Room 712, Jorgenson Hall, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Candidates may also deliver their applications by hand to: Anice Gibbons, Departmental Secretary, Room 800, Jorgenson Hall, at the above address. Applications will not be accepted by fax or e-mail. The School thanks all applicants, but only those who are to be interviewed will be contacted. For further information about the School of Justice Studies, consult their Web page at www.ryerson.ca/~justice. Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **DRAMA — The University of Saskatchewan.** The Drama Department invites applications for the following one-year term positions at the rank of Assistant Professor: Acting/Directing: The successful candidate will be on the cutting edge of directorial theory and practice in North America and will have expertise and knowledge in a broad range of theatrical forms and styles. Skill in set design or knowledge of non-western or aboriginal theatrical forms, puppetry or mask will also be an asset. Preference will be given to candidates who have a strong record of professional directorial experience and of teaching at the university level. An M.F.A. or a PhD is required, or its equivalent in creative achievement, teaching, and professional theatre experience. The successful candidate will be capable of teaching a full range of undergraduate acting and directing classes and will be expected to direct major and workshop productions. Acting: The successful candidate will teach a full range of acting courses and will be capable of directing major and workshop productions. Preference will be given to candidates who have expertise in Elizabethan acting and/or in film acting. Qualifications include an M.F.A. or a PhD, or their equivalent in creative achievement, teaching and professional theatre experience. The Department of Drama was the first degree-granting theatre program in the British Commonwealth. The Department has recently revised its curriculum in innovative ways, offering B.A., B.F.A., and M.A. degrees. Increased emphasis has been placed upon the Graduate program, and the Department has, in the past year, initiated exchange programs with universities in the Czech Republic and Costa Rica. Also in the past year, the Department has created a highly successful apprenticeship program with Shakespeare on the Saskatchewan. The Department is situated on the remarkable main campus of the University of Saskatchewan in Saskatoon. The city boasts a vibrant arts scene, including four professional theatres, a symphony orchestra, and several art galleries. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Self-identification forms are available from Human Resources Division

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THE UNIVERSITY OF BRITISH COLUMBIA

TIER I CANADA RESEARCH CHAIR DEPARTMENT OF COMPUTER SCIENCE

The Department of Computer Science at the University of British Columbia is seeking candidates to nominate for a Senior (Tier I) Canada Research Chair (CRC). The CRC Program is aimed at outstanding researchers who are world leaders or who have the potential for world leadership in their fields. Successful nominees would hold a tenured position in the Department of Computer Science, or a joint appointment with another department. Further information about the CRC program may be found at http://www.chairs.gc.ca, while specifics about the department's CRC position and other positions are at http://www.cs.ubc.ca/career/. The start date is negotiable.

Candidates for nomination should submit a CV, a teaching statement and a research statement, and the names of at least three references to **Anne Condon (recruit@cs.ubc.ca), Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, BC, V6T 1Z4.** Applications can be submitted on-line at https://secweb.cs.ubc.ca/jsp.10/external/recruit/apply.jsp. The submission deadline is **March 1st 2004**

Computer Science at UBC is world renowned for its high quality and depth of research. One of the University's academic priorities is to continue to grow as a world class centre for Computer Science, and outstanding candidates are invited to participate in this effort. Applicants must demonstrate exceptional research track record and excellent teaching ability. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students.

All positions are subject to review and final approval by the CRC Secretariat. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with Canadian immigration requirements associated with the Canada Research Chairs program.

The University of Western Ontario

Canada Research Chair in Human Musculoskeletal Biomechanics

The Department of Mechanical and Materials Engineering and the School of Kinesiology at The University of Western Ontario invite applications for a Tier II Canada Research Chair in the area of Human Musculoskeletal Biomechanics, with a focus on clinical orthopaedics and sport medicine. This position will be a joint faculty appointment, probationary (tenure track) at the Assistant or Associate Professor level between the Faculty of Engineering and Faculty of Health Sciences. Salary will be commensurate with qualifications and experience. The candidate will be expected to teach undergraduate and graduate courses in both Engineering and Kinesiology. The Canada Research Chair program was established by the Government of Canada to enable Canadian Universities to foster world-class research excellence. Deteile of the program can be found at http://www.chairs.gr.ca.

The candidate will join a growing team of musculoskeletal researchers at The University of Western Ontario studying human biomecbanics, orthopaedics and sport medicine. The successful candidate will be expected to develop an active and innovative research program, attract external funding, and supervise graduate students. Although, applications are encouraged from all areas of human musculoskeletal biomechanics, preference will be given to candidates with expertise with in vivo biomechonics and medical imaging of musculoskeletal system function and disorders. A PhD or equivalent degree in Mechanical or Biomechanical Engineering, or in a related field with an emphasis on biomechanics, is required. Post-doctoral, clinical or industrial experience will be considered a strong asset. The successful candidate will have an established record of accomplishment in biomechanics research and demonstrate strong potential for collaborative research.

The University of Western Ontario has identified musculoskeletal health as a primary area of research. This position will enhance the already close collaboration between the Faculty of Engineering, Faculty of Health Sciences and Faculty of Medicine & Dentistry with the Lawson Health Research Institute and Robart's Research Institute and affiliated teaching hospitals. The Wolf Orthopaedic Biomechanics Lab is a recently established facility located in the Fowler Kennedy Sport Medicine Clinic on campus. This facility is actively engaged in the in vivo biomechanical study of surgical and rehabilitative interventions for osteoarthritis and sports injuries of the shoulder and knee. The Bioengineering Research Laboratory, within the Hand and Upper Limb Clinic at St. Joseph's Hospital, is a long-standing and prestigious facility exploring in vitro biomechanics of the shoulder and elbow, arthroplasty design and surgical simulation.

Consideration of applications will begin following application deadline. The search will continue until the position is filled. The position is anticipated to begin January 1, 2005. Candidates should submit a curriculum vitae and a research plan and must arrange for at least three letters of reference to be sent to:

Dr. Alan Salmoni
Co-Chair, Binmechanics CRC Joint Appointment Committee
School nf Kinesiology, Faculty nf Health Sciences
Room 2230, 3M Centre, The University of Western Ontario
Londnn, Ontario N8A 3K7

The deadline for receipt of applications is **March 17, 2004**
Please quote number HS 028 on all correspondence.

Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and man, including visible minorities, aboriginal people and persons with disabilities

CAREERS CARRIÈRES

or at http://adminsrv.usask.ca/hrdivision/employment/EMRAPP6.doc. The deadline for applications is 1 March 2004 and the hiring takes effect on 1 July 2004. Qualified applicants should send a curriculum vitae, and the addresses and telephone numbers of three referees, to Professor Dwayne Brenna, Head, Drama Department, University of Saskatchewan, Saskatoon, SK Canada, S7N 5E2, Telephone: (306) 966-5185, Fax: (306) 966-8193. Referees will only be contacted, with the permission of the candidate, after a short list has been created.

E

■ **EARTH & OCEAN SCIENCES — The University of British Columbia** invites applications for a tenure-track faculty position in the Department of Earth and Ocean Sciences that is intended to complement existing research programs in the solid earth sciences. The department is comprised of 41 full-time faculty representing a diverse range of geophysical, geological, oceanographic and atmospheric disciplines. The position is available from September 1, 2004 and is subject to final budgetary approval. We seek an individual with an outstanding record for innovative, quantitative analysis of physical processes in the solid earth sciences. We are especially interested in scientists capable of teaching graduate/senior undergraduate geophysics courses, and with a capacity and inclination to span geophysical and geological disciplines. We welcome applicants from a variety of research fields, including (but not restricted to): mantle dynamics, lithospheric evolution, tectonophysics, mineral/rock physics, electromagnetic geophysics and geomagnetism. The position has been released at the Assistant Professor level but, under special circumstances, outstanding candidates may be appointed at a higher level. Candidates must have been awarded the PhD at the time of appointment and postdoctoral experience is desirable. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and Permanent Residents of Canada will be given priority. For more information about the Department and this position, visit our web site at http://www.eos.ubc.ca. Applicants should send their curriculum vitae and a statement of research and teaching interests, and arrange for three letters of recommendation to be sent to Dr. Paul L. Smith, Head, Department of Earth and Ocean Sciences, the University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z4, E-mail: psmith@eos.ubc.ca; Fax: 604-822-2014. Applications will be considered until March 15, 2004.

■ **EARTH SCIENCES — The University of Waterloo** has an immediate tenure track position in Atmospheric Terrestrial Modelling. We seek an outstanding candidate with a quantitative modelling background in regional air quality, climate, or cloud physics and precipitation and the capacity to build a strong research program linking atmospheric and surface and subsurface processes. Research areas include any scale of atmospheric-terrestrial interaction that directly complements existing atmospheric, hydrology and environmental geochemistry programs in the Faculty of Science. Appointment is at the Assistant Professor level but outstanding candidates will also be considered at the Associate Professor level. Evaluation of candidates will begin on February 9, 2004 and will continue until the position is filled. A complete application must include a curriculum vitae of the candidate, a statement outlining the collaborative nature of the research program, two recent publications and the names of at least three referees. The Department of Earth Sciences at the University of Waterloo has a well-funded and diverse research program involving 20 full time faculty members, 8 research faculty members, 35 research staff and over 90 graduate students. The successful candidate will be eligible to join the Waterloo Centre for Atmospheric Sciences (http://science.uwaterloo.ca/wcas/), a consortium of academic, public and private sector scientists engaged in regional atmospheric modeling, laboratory aerosol research and atmospheric remote sensing. Inter-departmental ties and research are encouraged at the University of Waterloo. Active collaborations and cross-appointments exist with researchers in other departments including Mechanical Engineering, Chemical Engineering, Biology, Chemistry, Geography and Computer Science. Waterloo also hosts the Canadian Water Network, a Network of Centres of Excellence (http://www.cwn-rce.ca). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds. Applications should be directed to Dr. Sherry Schiff, Chair, Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (email: klaibec@scibolg.uwaterloo.ca).

■ **ECONOMICS — The University of British Columbia** invites applications for a postdoctoral fellowship in the Department of Economics starting on July or September 2004. Funding for the fellowship is provided through the Social Sciences and Humanities Research Council of Canada's five-year Initiative on the New Economy. Candidates should have completed, or be near completion, of their PhD, and should be interested in developing a research program in an area related to the 'New Economy.' Priority will be given to applicants in the following fields: economic history, international economics, labour economics, and technological change. Appointments will be for up to two years. Applicants should submit a CV, three reference letters and a sample research paper. The University of British Columbia hires on the basis of merit. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please submit applications to: Professor Craig Riddell, Department of Economics, University of British Columbia, #997-1873 East Mall, Vancouver, BC, Canada V6T 1Z1. Applications will be accepted until March 15, 2004, or until a suitable candidate is found.

■ **ECONOMICS — Concordia University.** The Faculty of Arts and Science, has up to six limited-term appointments available in its Department of Economics. Please see our full-page display ad in this issue.

■ **ECONOMICS — Wilfrid Laurier University.** Applications are invited for a twelve-month Limited Term appointment at the rank of Lecturer or Assistant Professor commencing July 1, 2004. Preference will be given to applicants with a PhD and teaching experience. Duties include teaching at the undergraduate level and research. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. This position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 (email: robertson@wlu.ca).

■ **EDUCATION — The University of Saskatchewan.** The College of Education invites applications for approximately ten College Supervisor positions during the Fall term of the 2004-2005 academic year. Successful candidates will be assigned to supervise interns placed in schools throughout the province and to conduct seminars for interns and their cooperating teachers. Candidates must have the following minimum qualifications: successful K–12 teaching experience and a valid Saskatchewan teaching certificate or eligibility for such; B.Ed. degree or equivalent, preferably a M.Ed. degree, plus extensive experience in intern supervision; proven ability to work with administrators, teachers, student teachers and interns; willingness and ability to travel to and stay overnight in remote areas during the week. Salary and rank will be commensurate with qualifications and experience. All appointments are subject to budgetary approval. These are full-time term positions from August 1, 2004 through December 31, 2004. Candidates should submit a covering letter, curriculum vitae, and the names of three references to: Dr. Leonard P. Haines, Acting Assistant Dean, Undergraduate Programs, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, Saskatchewan, S7N 0X1 Canada. Deadline for applications is April 16, 2004. Candidates will be informed of appointments in June, 2004. The University is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **EDUCATION — Concordia University.** The Faculty of Arts and Science, has up to six limited-term appointments available in its Department of Education. Please see our full-page display ad in this issue.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a probationary tenure-track position in Educational Psychology with the graduate/undergraduate department. The position, subject to budgetary approval, is at the Assistant Professor level and will commence July 1, 2004 or as soon as possible thereafter. Applicants are expected to have a Doctorate in Educational Psychology with an emphasis on exceptionalities and/or educational counseling, and a strong record of potential for teaching, research, and publication. The preferred candidate for the position will have teaching experience in elementary or secondary education; research interests should centre on some aspect of educational exceptionalities or counseling. There are numerous possibilities for collaborative research within the Faculty of Education and the University, as well as with the schools within the Niagara Region. The successful applicant will be expected to teach at the graduate and undergraduate levels, advise graduate students, develop an active program of research, and contribute to the mission and initiatives of the department. The deadline for applications is February 15, 2004. Candidates are expected to have completed the PhD by the start of the appointment. Salary will be based on qualifications and experience. Applicants should submit a curriculum vitae, selected reports, teaching evaluations, a statement of teaching philosophy, and any other supporting materials, plus arrange to have three letters of reference forwarded to: Dr. Michael Manley-Casimir, Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds. Applications should be directed to Dr. Sherry Schiff, Chair, Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (email: klaibec@scibolg.uwaterloo.ca).

■ **ECONOMICS — The University of British Columbia** invites applications for a post-doctoral fellowship in the Department of Economics starting on July or September 2004. Funding for the fellowship is provided through the Social Sciences and Humanities Research Council of Canada's five-year Initiative on the New Economy. Candidates should have completed, or be near completion, of their PhD, and should be interested in developing a research program in an area related to the 'New Economy.' Priority will be given to applicants in the following fields: economic history, international economics, labour economics, and technological change. Appointments will be for up to two years. Applicants should submit a CV, three reference letters and a sample research paper. The University of British Columbia hires on the basis of merit. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please submit applications to: Professor Craig Riddell, Department of Economics, University of British Columbia, #997-1873 East Mall, Vancouver, BC, Canada V6T 1Z1. Applications will be accepted until March 15, 2004, or until a suitable candidate is found.

■ **EDUCATION — Trent University.** The School of Education and Professional Learning invites applications for a tenure-track appointment in Elementary Language Arts, Mathematics or Science, level commensurate with experience, starting 1 July 2004. All appointments are subject to budgetary approval. The School of Education and Professional Learning offers both a full-time and a part-time consecutive B. Ed. Program at the Primary/Junior and Intermediate/Senior levels. Successful applicants will be involved in an innovative and dynamic program dedicated to an interdisciplinary approach to teaching and learning. The School of Education is integrated with in Trent University's Faculty of Arts and Science and faculty are encouraged to engage in joint teaching and research programs with cognate discipline faculty. Opportunities exist for involvement in Trent's Interdisciplinary graduate programs. The program has close partnerships with distinct school boards, teacher federations and associate teachers. The successful candidate will be expected to maintain an active research and publication program, to teach, and to develop and maintain relationships within the profession and community. Applicants should possess a PhD in education, or a closely related area, and a record of research and scholarly publication. It is desirable that applicants have experience in teaching at the K–12 level. Applicants should submit a portfolio including a letter of application describing teaching experience, scholarly interests and achievements, information in pre-service teacher education; a curriculum vitae; a sample of scholarly work; and a teaching dossier including sample course syllabi. Three letters of reference should be forwarded directly by the referees. Please submit applications to: Professor Deborah Berrill, Director, School of Education and Professional Learning, Peter Gzowski College at Algonquin Street, Trent University, PO Box 4800, Peterborough, Ontario K9J 7B8. The closing date for applications is February 27, 2004. Trent University is an equal opportunity employer and welcomes applications from women, Aboriginal peoples, visible minorities, and disabled persons. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. For additional information please visits our web site at: www.trentu.ca/education.

■ **ELECTRICAL & COMPUTER ENGINEERING — Queen's University.** As a result of new initiatives in the areas of computer engineering and electrical engineering, the Department of Electrical and Computer Engineering, Queen's University, invites applications for tenure-track positions in key areas of its teaching and research activities. The positions are available immediately and will be at either the Assistant or Associate Professor levels, depending upon the qualifications and experience of the successful applicants. The preferred areas for the appointments are: In Electrical Engineering: Microelectronics, Photonics, Robotics and Control, Biological Networks, Biotechnology, and Communication Systems. In Computer Engineering: Digital VLSI, and Software and Computer Systems. The Department has 574 undergraduate students distributed over two accredited degree programs, one in Electrical Engineering and one in Computer Engineering. There are 128 graduate students in the Department with 51 in the PhD program. An academic staff of 26 members and two cross-allied faculty, a support staff of 18 and an adjunct and cross-appointed staff of 22 members comprise the Department. Our faculty profile is young with over one-half of the faculty appointed in the last five years. National laboratory status is held in Photonics and in Power Electronics and every two years the Department sponsors the Biennial Symposium on Communications, which is in its 44th year. More information on the Department is available at http://www.ece.queensu.ca. Candidates should have a PhD in electrical or computer engineering. Responsibilities include effective teaching at the undergraduate and graduate levels, development of a strong research program that involves graduate student supervision, external funding and industrial interaction, and participation in the administrative affairs of the Department, Faculty and University. Professional Engineering registration, or eligibility and commitment to register as a *Professional Engineer*, is a necessary condition for appointment. Applicants should send a curriculum vitae, the names of three referees, and a statement on teaching and research interests to Dr. S.D. Blostein, Head, Department of Electrical and Computer Engineering, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Applications will be accepted until successful candidates are selected. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and persons with a diversity of sexual orientation. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent residents will be given priority. Academic staff at Queen's are governed by a collective agreement between Queen's University and the Queen's University Faculty Association (see http://www.queensu.ca/qufa). The appointments are subject to budgetary approval.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Waterloo.** The Department of Electrical and Computer Engineering invites applications for up to 4 tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Masters and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in south-western Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — The University of Windsor.** The Faculty of Engineering is seeking an outstanding candidate to nominate for a Canada Research Chair at the senior Tier I level focussed in Cars & Computers. The priority areas for this chair position include (but not limited to) Sensing Systems, Automatic Vehicle Identification, Electronic Controls for Engine and Microcontrollers, Intelligent Transportation, Mobile Multimedia Technology, Navigation Systems, Vehicle Area Networks, and Power Train Control Technology. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Biswas, Associate Dean, Research and Graduate Studies, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax: 519.971.3622; Email: apptenq@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ENGINEERING — McMaster University.** The Department of Chemical Engineering is seeking an outstanding individual for a tenure-track position at the Assistant Professor rank for an expansion in the area of process systems engineering bioengineering. The position is available from July 1, 2004. Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to process systems engineering, process modeling and optimization, process monitoring and process control the application of chemical engineering principles to biotechnology. The successful candidate will be able to participate in the Advanced Control Consortium with the existing faculty and 20 member companies. These include, but are not restricted to, biomaterials, biomedical engineering and tissue engineering. The successful candidate will also be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The position offers the opportunity to interact with our biomaterials research group, which has strong collaborations with the Faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. All qualified candidates are encouraged to apply; however, Canadiens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be accepted until the positions have been filled. An appointment is expected to be made by July 1, 2004. For more information about the department, please consult http://www.chemeng.mcmaster.ca.

Department of Civil Engineering
Three Tenure-Track Faculty Positions

Queen's University

Tenure Track Positions and Qualifications

We are looking for three dynamic candidates who must exhibit outstanding potential for innovative scholarly research and teaching. In collaboration with researchers in the Civil Engineering Department (and elsewhere as appropriate), the successful candidates will be expected to develop a world class research program with strong industrial interactions. Teaching activities will include a broad range of undergraduate and graduate courses in Civil Engineering. The candidates must hold a Ph.D. (or be near completion) in Civil Engineering or a related field, and either hold or be eligible to acquire professional engineering registration in Canada. The primary selection criteria are excellence and the appropriate expertise to complement our existing areas of strength: water/water quality, geoengineering and structures and materials. Teaching, industrial and/or professional experience will be an asset. Applications are invited for three (3) tenure track positions at the rank of Assistant Professor or in exceptional cases, Associate Professor.

At least one position will be in the area of:

- Water Resources

Preference will be given to candidates with expertise in some of the following areas: water resource engineering with a particular emphasis on, watershed modelling, hydrology, integration of GIS systems, fluid mechanics, environmental hydraulics including modelling of transport and mixing processes. The ability to interact with surface and ground water researchers and be an active member of the Centre for Water and the Environment would be an asset.

The remaining positions will be in one or two of the following areas that complement existing research strengths of the Department:

- Risk Management

Candidates with expertise in risk management applied to one or more of: water resources, geological hazards or structures, stochastic analysis and design, structural health monitoring, geostatistics, or decision support systems to manage civil infrastructure.

- Advanced Engineering Materials

This position could include expertise on the physical response and durability of polymer geosynthetics, the development of innovative materials for the rehabilitation and construction of infrastructure, or cement-based composites.

- Geotechnical Engineering

Candidates with research expertise in foundations, soft soils, frozen ground, or dynamic soil-structure interaction.

- Water treatment / Water quality

Candidates with expertise in environmental chemistry as applied to the fate and transport of contaminants in a hydrological setting, or to water treatment systems.

Institution

One of the leading research intensive Civil Engineering Departments in the country, the Department's international reputation has recently been enhanced with the addition of two Canada Research Chairs, a Killam Fellowship and numerous other awards to faculty and students in recognition of their outstanding academic and research performance. The Department has led the development of two new research centres: the Centre for Water and the Environment and the Geoengineering Centre. The Department has also played a major research role in the Network of Centres of Excellence for the Intelligent Sensing of Innovative Structures, is an active partner in the Integrated Learning Centre that will open in July 2004 and has access to the High Performance Computing Virtual Laboratory at *Queen's to support our research.*

Queen's has consistently ranked among the nation's top universities and, in addition to its outstanding undergraduate and graduate students and teaching programs, houses a wide array of research centres and policy institutes, which have made major contributions to both the public and private sectors. (www.civil.queensu.ca)

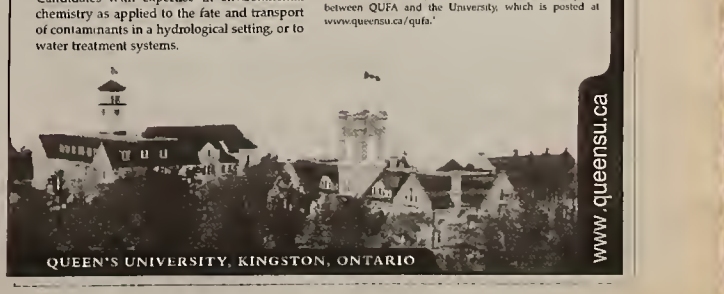
Applications

Candidates should submit curriculum vitae; private e-mail address; copies of at least three recent and relevant publications; statements of research interests and teaching experience; an explicit statement of how their particular expertise would complement the existing strengths of the Department; and the name, mailing address, and email address of three referees to:

Dr. D. Turcke, P.Eng.
Head and Chair, Appointments Committee
Department of Civil Engineering
Queen's University, Kingston, ON
Canada K7L 3N6
Phone: (613) 533-2126
Fax: (613) 533-2128
Turcke@civil.queensu.ca

Queen's offers a competitive salary and benefits program, and teaching and research grants. Priority will be given to applications received before **April 1, 2004**. Applications will continue to be accepted until the positions are filled. The appointments are subject to final budgetary approval.

"Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however in accordance with Canadian immigration requirements Canadians and permanent residents will be given priority. The Academic staff at Queen's is governed by a collective agreement between QUFA and the University, which is posted at www.queensu.ca/qufa."



www.queensu.ca

Adrian Tsang
Professor, Biology

A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 150 tenure-track professors in the last five years and plan to hire another 50 tenure-track professors in the next two to three years, including up to 30 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2004-2005 academic year.

ANTHROPOLOGY
Our Department of Sociology and Anthropology invites applications for one limited-term appointment to teach in Anthropology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: field research methods, theory, religion or native studies. A PhD is preferred; knowledge of French is an asset.
Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.concordia.ca

APPLIED HUMAN SCIENCES
Our Department of Applied Human Sciences invites applications for up to six limited-term appointments. We are looking for candidates to teach courses in one or more of the following areas: therapeutic recreation, leisure sciences, human systems intervention (undergraduate and graduate), respecting diversity in human relations, and sexuality in human relations. Applicants should have a PhD in a relevant social science discipline. Advanced professional training in human relations and group process intervention is an asset for the latter three areas of specialty.
Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY
Our Department of Biology invites applications for one limited-term appointment in the area of cell and molecular biology. Applicants should have a graduate degree in Biology and a demonstrated ability to teach at the university level. A PhD and experience in teaching cell and molecular biology to large classes would be considered assets. Each semester, the successful candidate will be expected to teach one introductory-level course in molecular biology, as well as two intermediate and/or advanced laboratory courses, one in genetics and cell biology and one in molecular biology. Participation in course and curriculum development is expected.
Dr. Luc Vorin
Chair, Department of Biology
biochair@alcor.concordia.ca

CHEMISTRY AND BIOCHEMISTRY
Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher-level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The candidate will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.
Dr. Marcus F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

CLASSICS
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of Classical Archaeology. Applicants must have a PhD in Classical Archaeology or ABD status. Demonstrated excellence in research and teaching is required. The successful candidate will be expected to teach a wide range of undergraduate courses in classical civilization and archaeology. Expertise in Bronze Age archaeology will be considered an asset, as will the ability to teach an undergraduate course in ancient Greek.
Dr. Catherine Valleja
Chair, Department of Classics, Modern Languages and Linguistics
valleja@alcor.concordia.ca

COMMUNICATION STUDIES
Our Department of Communication Studies invites applications for up to two limited-term appointments for candidates to teach in one or more of the following Media Production areas: Video, Sound or Multimedia. Applicants must have a terminal degree (a PhD or an MFA in Communication or a cognate field) as well as relevant teaching experience. The successful candidates will teach within the production curriculum of the Department.
Dr. Lama Rath
Chair, Department of Communication Studies
l.roth@sympatico.ca

ECONOMICS
Our Department of Economics invites applications for up to six limited-term appointments for candidates able to teach undergraduate courses in some of the following areas: Introductory and Intermediate Theory; Statistics; Canadian Economic Policy, Economic Growth and Fluctuations; Economic Development; Industrial Organization; International Trade and Finance; and Environmental Economics. Applicants should have a completed or nearly-completed PhD and prior teaching experience.
Dr. William A. Sims
Chair, Department of Economics
simswas@vax2.concordia.ca

EDUCATION
Our Department of Education invites applications for up to four limited-term appointments, one in Early Childhood and Elementary Education (ECEE), one in Educational Technology, one in our MA Educational Studies program and one in Child Studies. For the ECEE position, applicants must have expertise in early childhood and elementary education, with a particular focus in one or more of the following areas: history and philosophy of early childhood education; kindergarten, primary or elementary classroom teaching; or curriculum development. A teaching certificate and previous experience as a classroom teacher are assets. For the position in Educational Technology, applicants must be able to teach courses in one of the following general areas: e-learning/distance education; multi-media design and development/theory; or applications of educational computing (including computer-assisted learning). In addition, applicants should be able to teach in one or more of the following areas: research methods; human performance technology; the learning sciences; and/or formative evaluation. For the Educational Studies position, applicants should be qualified to teach undergraduate and graduate courses in history and philosophy of education in areas such as studies in educational change, and politics and education. Applicants for all three positions should have a PhD and an excellent command of English, and must be committed to teaching and supervising graduate students, and developing a strong research program. A record of publications, conference presentations and research grants is desirable. Knowledge of French is an asset. For the position in Child Studies, applicants should be qualified to teach undergraduate courses in diversity in childhood and exceptionality, and diversity in the inclusive elementary school classroom. Applicants should have a PhD.
Prof. Ellen Jacobs
Chair, Department of Education
jacabs@vax2.concordia.ca

ENGLISH
Our Department of English invites applications for up to five limited-term appointments, up to three in the area of Composition and one each in Canadian literature and Medieval literature. For the positions in Composition, applicants should have a graduate degree in Literature or Rhetoric and considerable experience teaching university-level composition courses. Experience teaching Professional Writing courses is an asset. For the position in Canadian literature, applicants should have competence in all periods of Canadian literature and the ability to teach modern and contemporary Canadian poetry and fiction. For the position in Medieval literature, applicants should have competence in Old English, Middle English, and medieval studies or criticism. For both of the literature positions, applicants must have a completed or nearly-completed PhD and prior teaching experience. Scholarly publications are an asset.
Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

ENGLISH AS A SECOND LANGUAGE
Our Department of Education invites applications for one limited-term appointment in the field of English as a Second Language (ESL). Applicants must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university or college setting, as well as demonstrated expertise in developing teaching materials and a willingness to participate in curriculum development. Applicants must hold a graduate degree in TESL, Applied Linguistics or a related field and must show evidence of having undergone training in Teaching English as a Second Language. Preference will be given to applicants who have a research program investigating issues related to academic writing.
Prof. Ellen Jacobs
Chair, Department of Education
jacabs@vax2.concordia.ca

ETUDES FRANCAISES
Le département d'Études françaises sollicite des candidatures à cinq postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycle, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-es retenu-es enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Trois postes aux rangs de chargé-e d'enseignement en enseignement du français langue seconde, deux orientés vers l'enseignement du français langue seconde et le multimédia, l'autre vers l'enseignement de la rédaction avancée. Deux postes de même rang en littérature sont ouverts à toute personne apte à enseigner soit la littérature française du XIXe ou XXe siècle, soit la littérature française et la critique littéraire.
Madame Lucie Lequin
Directrice du département d'Études françaises
lequin@vax2.concordia.ca

GEOGRAPHY
Our Department of Geography, Planning and Environment invites applications for up to two limited-term appointments, one in Urban Planning and one in Human Geography. For the position in Urban Planning, the candidate will be expected to teach a year-long intermediate laboratory as well as lecture-format courses. For the position in Human Geography, the candidate must be able to teach a core introductory course in place, space and identity. Applicants must have a record of quality teaching.
Dr. John Zacharias
Chair, Department of Geography, Planning and Environment
zachar@vax2.concordia.ca

GERMAN
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in German. Applicants must have a PhD or ABD status in German, as well as proven excellence in teaching and native or near-native proficiency in German and English. The successful candidate will be expected to teach undergraduate courses in modern German literature. Teaching assignments may include language courses at all undergraduate levels. Some administrative coordination may also be required.
Dr. Catherine Valleja
Chair, Department of Classics, Modern Languages and Linguistics
valleja@alcor.concordia.ca

HISTORY
Our Department of History invites applications for one limited-term appointment in the area of American History. Applicants must have a completed or nearly-completed PhD and the ability to offer an introductory course in United States history as well as more advanced courses. Prior teaching experience at the undergraduate level is an asset.
Dr. Ronald Rudin
Chair, Department of History
ronald.rudin@concordia.ca

HISTORY AND PHILOSOPHY OF SCIENCE
The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. Applicants should have a PhD in the area of history and philosophy of science, as well as the ability to design and teach Philosophy of Science courses to undergraduates with varying amounts of background in the sciences, ranging from very little to a fair amount. Applicants should have a record of publications and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.
Dr. Martin Singer
Dean, Faculty of Arts and Science
martin.singer@concordia.ca

ITALIAN
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Italian. Applicants must have a PhD or ABD status in Italian Studies, as well as proven excellence in teaching and native fluency in Italian and English. Teaching assignments may include language courses at all undergraduate levels and modern Italian literature. Some administrative coordination may also be required.
Dr. Catherine Valleja
Chair, Department of Classics, Modern Languages and Linguistics
valleja@alcor.concordia.ca

JOURNALISM
Our Department of Journalism invites applications for up to two limited-term appointments, one in Computer-Assisted Journalism and one in Broadcast Journalism. For the position in Computer-Assisted Journalism, the ideal candidate must be able to teach computer-assisted reporting, on-line publishing and desk-top publishing and will be expected to teach at both the graduate and undergraduate levels, and supervise two computer labs. For the Broadcast position, the candidate will be expected to teach radio and television production workshops, as well as a course in the history of broadcasting. Applicants for either position should have at least five years of relevant professional experience, as well as prior university-level teaching experience.
Dr. Enn Raudsepp
Director, Department of Journalism
raudhen@vax2.concordia.ca

LIBERAL ARTS
Our Liberal Arts College invites applications for one limited-term appointment to teach seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The successful candidate, rooted in a specific discipline, should be able to teach Great Books in the areas of history, philosophy, religion, and political theory, with particular reference to the period from classical and biblical Antiquity to the 17th century, as well as the College's required seminar in the area of history of science. Applicants should have a PhD and some prior teaching experience. For further information on the College and its curriculum, please see: http://artsandscience.concordia.ca/liberal_arts_college/
Prof. Harvey Shulman
Principal, Liberal Arts College
harvey.shulman@sympatico.ca

LINGUISTICS
Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments in the area of Linguistic Theory. Applicants must have a PhD or ABD status and proven excellence in teaching. For one position, the optimal candidate will have an active research profile in the area of syntax and semantics. For the other position, any field within the domain of theoretical linguistics will be considered. Courses to be taught by the second candidate may include field methods and/or neurolinguistics.
Dr. Catherine Valleja
Chair, Department of Classics, Modern Languages and Linguistics
valleja@alcor.concordia.ca

MATHEMATICS AND STATISTICS
Our Department of Mathematics and Statistics invites applications for up to four limited-term appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics. Applicants must have a PhD and evidence of excellence in teaching ability.
Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca

MODERN LANGUAGES
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of Computer-Assisted Language Teaching (CALT). Applicants must have an MA or equivalent in German, Italian or Spanish Studies, and be functionally competent in at least one of the other two languages. Requirements include experience in CALT, proven excellence in teaching, and native or near-native proficiency in the language to be taught, as well as in English. Responsibilities will include the teaching of language courses and, in conjunction with other faculty members, the development of extensive material for use in the language laboratory. This position may be renewed in subsequent years.
Dr. Catherine Valleja
Chair, Department of Classics, Modern Languages and Linguistics
valleja@alcor.concordia.ca

PHILOSOPHY
Our Department of Philosophy invites applications for one limited-term appointment in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics). Applicants must have a completed or nearly-completed PhD and prior teaching experience. Applicants should include a writing sample along with their applications.
Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE
Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses,

including Introduction to International Relations, Introduction to Canadian Government and Politics, and Introduction to Political Theory. In addition, some senior undergraduate courses might be available in the areas of international relations and comparative politics. Applicants must have a PhD; good teaching and research experience is an asset.
Dr. Reeta C. Tremblay
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY
Our Department of Psychology invites applications for up to seven limited-term appointments. Applicants should have a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: Introductory Psychology, History, Statistics, Cognition, Motivation, Developmental, Personality and Social Psychology. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the Department's tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.
Dr. June Chaikelson
Chair, Department of Psychology
psych@vax2.concordia.ca

RELIGION
Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. For the position in Judaic Studies, applicants should have expertise in the history of Judaism, with the appropriate language skills. The ability to teach in the areas of Christianity, and women and religion, will be considered assets. For the position in Hindu Studies, applicants should have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout the whole range of its historical development. Knowledge of the texts and relevant language proficiency are required. Familiarity with the comparative study of religions will be considered an asset. For the position in East Asian Religions, applicants should have a solid background in the major traditions of China and Japan, including Buddhism, and the appropriate language skills, as well as the ability to teach both the religious/ritual and philosophical aspects of these traditions. The ability to teach in the areas of comparative religion, and women and religion, will be considered assets. Applicants for all three positions must have PhDs and prior teaching experience.
Dr. Norma Joseph
Chair, Department of Religion
naja@vax2.concordia.ca

SOCIOLOGY
Our Department of Sociology and Anthropology invites applications for up to three limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: introduction to sociology; race and ethnic relations; sociology statistics and methodology; social problems; economic sociology; and crime and deviance. Applicants should have a PhD; knowledge of French is an asset.
Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.concordia.ca

SPANISH
Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Spanish, in the area of translation and/or Latin-American literature and culture. Applicants must have a PhD or ABD status in Hispanic Studies or an equivalent field, proven excellence in teaching, and native or near-native fluency in Spanish and English. Teaching assignments may include language courses at all undergraduate levels, translation and survey of literature.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

TEACHING OF ENGLISH AS A SECOND LANGUAGE
Our Department of Education invites applications for one limited-term appointment in Teaching English as a Second Language (TESL). The position is in Applied Linguistics, specifically in the area of language testing/evaluation and research methodologies. Applicants should have experience in teaching and research related to TESL teacher training, corpus linguistics or curriculum development. Applicants should have a PhD, an excellent command of English and a knowledge of French, and must be committed to the teaching and supervision of undergraduate and graduate students and the development of a strong research program. A record of publications, conference presentations and research grants is desirable.
Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

THEOLOGICAL STUDIES
Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies (Old Testament and New Testament). Applicants must have a completed or nearly-completed PhD and prior teaching experience. Prior scholarly publication, or the potential for publication, is highly desirable. The successful candidate will teach at the undergraduate and graduate levels.
Dr. Pamela Bright
Chair, Department of Theological Studies
brightp@alcor.concordia.ca

Andrew Chapman
Assistant Professor,
Psychology

The above positions are all full-time, limited-term appointments, beginning August 15, 2004 and ending May 31, 2005. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of inlent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position. **Review of applications will begin on March 1, 2004 and continue until the positions are filled.**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2424, ext. 2081; e-mail: martin.singer@concordia.ca

Concordia University,
1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8

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Montreal, Quebec, Canada

UNIVERSITY OF WATERLOO

TIER II CANADA RESEARCH CHAIR
DEPARTMENT OF CHEMISTRY

The Department of Chemistry of the University of Waterloo is seeking to make a new tenure-track appointment in any area of Chemistry and Biochemistry at the Assistant or Associate Professor level. The successful candidate will be nominated for a Tier II Canada Research Chair position which is expected to become an addition to the existing complement of faculty positions in the Chemistry Department.

Individuals with expertise in any area of modern chemistry, ranging from biochemistry to materials science and including macromolecular science, will be considered. Applicants will be expected to have demonstrated superior abilities in their prior research work and to exhibit outstanding potential for excellence in teaching and future research. Postdoctoral experience, in addition to a PhD in any area of Chemistry, is essential.

It is anticipated that the appointment will be made at the level of Assistant or Associate Professor in order to satisfy the Tier II Canada Research Chair conditions.

Inquiries and applications should be directed to:
The Chair, Department of Chemistry
University of Waterloo, Waterloo, Ontario, Canada N2L 3G1

Applicants should submit a complete curriculum vitae, a research proposal (max. 5 pages in length) and arrange for three letters of recommendation from professional references to arrive before March 1, 2004.

Additional information concerning the Department and the University of Waterloo can be found at http://science.uwaterloo.ca/chemistry.

All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

University of Waterloo

BUILDING A TALENT TRUST

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of $103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program.

TENURE-TRACK POSITIONS - Please see website for more details.

FACULTY OF ADMINISTRATION
In the areas of Finance, Marketing and Management of Technology -
www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregioa.ca/hr/recruitment.html

UNBC College of Science & Management

Assistant Professor Mathematics Program
Full-time, Term Position

The University of Northern British Columbia, in conjunction with the Mathematics Program, invites applications for a 1-year full-time term position at the rank of Assistant Professor, anticipated to commence July 1, 2004 (subject to budgetary approval). Candidates in all areas of Mathematics will be considered. The Mathematics Program has special interest in the areas of Number Theory, Probability and Statistics (including Measure Theory and Integration), and Numerical Analysis. The successful candidate will have completed a doctoral degree in Mathematics or Statistics. Applicants near completion of their Ph.D. will also be considered. Previous teaching experience would be considered an advantage; the successful candidate will be expected to maintain an active research program.

The Mathematics Program has approximately 60 mathematics majors (including double and joint majors with Physics, Chemistry, and Computer Science). We also have a small graduate program (leading to the Master of Science degree).

UNBC is located in Prince George (central British Columbia) which has a population of approximately 80,000. The university has a current student enrolment of 3,000 students. The community has a rich cultural life with an excellent symphony orchestra, live theatre and a new art gallery. Prince George provides easy access to world class outdoor recreation: canoeing, hiking, mountain biking, skiing, camping and fishing, all in close proximity to the city center. On a clear day, the foothills of the majestic Rocky Mountains are visible from the University; both students and faculty enjoy more than fifty kilometers of trails that cross-cross the natural environment around campus.

Please forward your letter of application quoting **Competition #FAMA29-03(B)**, updated curriculum vitae (including other supporting materials) and arrange to have at least three letters of reference sent directly to: **Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Sam Walters, Chair of the Mathematics Program, by E-mail: walters@unbc.ca, or Fax (250) 960-5544.** Applications received on or before **February 28, 2004** will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.UNBC.ca

CAREERS CARRIÈRES

■ **ENGINEERING — McMaster University.** The Department of Chemical Engineering is seeking an outstanding individual for a Canada Research Chair (Tier 2) tenure-track position in the area of bioengineering (for more information, please see http://www.chairs.gc.ca/web/program/index_e.asp). Applicants should have a PhD in Chemical Engineering or closely related discipline and have research interests in areas related to the application of chemical engineering principles to biotechnology. These include, but are not restricted to, bioprocessing (reaction and separation), clean and wastewater processes, biomaterials, biomedical engineering, and tissue engineering. The successful candidate will be expected to contribute to teaching in both our graduate and undergraduate programs and to develop a strong research program. The position offers the opportunity to interact with our biomaterials research group, which has strong collaborations with the Faculty of Health Sciences. We are interested in developing interdisciplinary research across Departments and Faculties, as well as biotechnology research areas that complement existing departmental strengths in polymers and process systems engineering. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Please send the application materials to the attention of Dr. Andrew Hrymak, Chair, Department of Chemical Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Offers will be made in keeping with the immigration requirements associated with the Canada Research Chair program — no restrictions are imposed with regard to nationality or country of residence. Canada Research Chairs are subject to review and approval by the CRC Secretariat. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **ENGINEERING & COMPUTER SCIENCE — Concordia University.** Looking for a new challenge? If you have exciting research, if you are committed to interdisciplinary research in information technology and application in various engineering fields, and if you wish to participate in the establishment of exciting new multidisciplinary graduate programs, you are a prime candidate to join the recently formed Concordia Institute For Information Systems Engineering (CIISE), in the Faculty of Engineering and Computer Science. We have several positions open in the following areas: Software Engineering, IT Security, Networking, Wireless Middleware Services and Applications, Commercial Quality Design, Six Sigma Design, Risk and Vulnerability Assessment, E-Commerce and Business Applications and Integration, Web Based Applications, Medical Image Processing, Bioinformatics. Applicants must possess a PhD degree in Computer Science or Electrical & Computer Engineering or a PhD degree in Mechanical or Industrial Engineering, with a strong component in Information Technology. The successful candidates are expected to provide strong leadership in their respective disciplines and conduct research. In addition to research, duties will include: teaching/developing undergraduate/graduate courses in one or more of the following programs (Computer, Electrical, Mechanical, Industrial, Software, Computer Science) in the Faculty of Engineering and Computer Science. Industrial experience and knowledge of French will be considered assets. Membership or eligibility for membership in the professional engineering association in Quebec or another Canadian province will also be considered as assets. CIISE is the first academic research and teaching establishment of its kind in Canada. We are dedicated to multidisciplinary research and graduate training in information technology and its applications. We invite you to apply for a tenure track, full-time position at the Assistant or Associate Professor level with the Concordia Institute For Information Systems Engineering (CIISE), an academic unit within the Faculty of Engineering & Computer Science. The appointments are expected to commence effective September 1st, 2004. Applications should consist of a letter of intent, curriculum vitae, a list of publications, a statement of research and teaching interests, four publications, as well as the names and addresses of four referees. The review of applications will continue until positions are filled. Applications should be sent as soon as possible to: Dr. Rachida Dssouli, Professor & Director, Concordia Institute for Information Systems Engineering (CIISE), Concordia University, 1455 de Maisonneuve Blvd. West, CB-410-7, H3G 1M8, Montreal, Canada, Tel/Ph: 514-848-2424 #4162, Fax: 514-848-3171, e-mail: dssouli@ece.concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **ENGINEERING DESIGN — The University of Waterloo.** Applications are invited for a tenure track faculty position in the Department of Systems Design Engineering at the University of Waterloo. We are seeking candidates with a strong interest in teaching and conducting leading edge research in engineering design including, but not limited to, life cycle design, decision based design, computer assisted design, the application of classical and innovative design theories and methodologies, and engineering design pedagogy. The successful candidate will be teaching undergraduate courses in engineering design as well as other undergraduate and graduate engineering courses. Candidates should possess a PhD in engineering and demonstrated interest and record of accomplishment in engineering design as research in design. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop a significant research program. Rank will be commensurate with experience. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://sydewww.uwaterloo.ca/. The closing date for applications is March 31, 2004. All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2004.

■ **ENGINEERING SCIENCE — Simon Fraser University.** The School of Engineering Science invites applications for a continuing teaching position at the rank of Lecturer. Applicants must have a minimum of a master's degree in electrical engineering, computer/software engineering, systems or mechatronics engineering. A PhD and/or previous teaching/industrial experience would be highly desirable. In addition, eligibility for registration as Professional Engineer in the Province of British Columbia is preferred. Responsibilities include teaching and laboratory development/support in a variety of undergraduate courses. In addition, administrative duties may include undergraduate course scheduling, evaluation of technical presentations, student advising and recruiting. The successful applicant will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a variety of undergraduate courses. Areas of possible teaching expertise include digital and analog circuits and systems, computer hardware and software systems, mechatronic, electrical drives, robotics, and control systems. This position is available immediately, and applications will be accepted until the position is filled. Simon Fraser University is situated on Burnaby Mountain in greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural events, skiing, boating, hiking, mild West Coast climate, and clean, safe environment make it one of the most desirable places in the world to live and work. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. To apply, send a curriculum vitae including a statement of career objectives, names, addresses, email addresses, and phone numbers of four referees to: Dr. Mehrdad Saif, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada, email: saif@cs.sfu.ca.

■ **ENGINEERING SCIENCE — Simon Fraser University.** The School of Engineering Science at Simon Fraser University is planning to fill up to two tenure track positions starting in Spring 2004 or later. The School has active research programs and interests in the broad areas of computer engineering, electronics/MEMS, communications, control systems and optimization, intelligent systems, robotics including mechanism design, vision, sensing and planning. Areas of particular interest are: computer engineering and computer networks, multimedia communication, VLSI and system-on-chip. Applicants with a proven scholarly record or demonstrated potential for research and a commitment to undergraduate as well as graduate teaching in any of the aforementioned areas are encouraged to apply. Other outstanding candidates with research interests in line with one of the existing research programs in the School will also be given serious consideration. A doctoral degree in electrical, computer or a related engineering discipline is required. In addition, eligibility for registration as Professional Engineer in the Province of British Columbia is preferred. Initial support will be provided to successful applicants for establishing their research program. As well, successful candidates will be eligible for a research fellowship in the B.C. Advanced Systems Institute, which carries significant research funding. The School of Engineering Science has 28 faculty members, and will be growing in the next few years. The School offers PhD as well as two master degree programs, and has flourishing graduate population of 110 full time and over 50 part time students. Simon Fraser University serves about 18,000 students, while the School of Engineering Science has 365 students in its undergraduate program. The university has been ranked first in the "Comprehensive" category several times in the last five years in a national ranking of Canadian universities carried out by Maclean's magazine. The university is located on top of Burnaby Mountain in Greater Vancouver and commands magnificent mountain and ocean views. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and excellent recreational opportunities, including camping, hiking, mountaineering, downhill skiing, sailing, kayaking, boating, scuba diving, saltwater and freshwater fishing, etc. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications will be accepted until the positions are filled. To apply, send a curriculum vitae, evidence of research productivity (including selected reprints) and the names, addresses and phone numbers of four referees to: Dr. Mehdad Saif, Director, School of Engineering Science, Simon Fraser University, 8888 University Drive, Burnaby B.C. V5A 1S6 Canada, email: saif@cs.sfu.ca.

■ **ENGLISH — Saint Mary's University.** The Department of English invites applications for a tenure track appointment at the Assistant Professor level (rank I or II) in the field of Early Modern English Literature, with an interest in non-dramatic literature. The starting date for the position is 1 July 2004. A completed PhD (or ABD status with the dissertation near completion), demonstrated effectiveness and/or potential for teaching in the university, and a record of commitment to research are required qualifications. The Faculty of Arts is uniquely committed to a dynamic learning environment for undergraduate students with the English Department playing a leading role with its development of experientially based literary courses. Applications must include

Laurentian
UNIVERSITY•UNIVERSITÉ
Laurentienne

ASSOCIATE VICE-PRESIDENT, RESEARCH

Laurentian University, consistently ranked well (30th) in the Into-Source ranking of research universities in Canada with over 14MS in research grants in 2002-2003, is seeking an internationally renowned scholar for the position of Associate Vice President, Research effective July 1, 2004. The successful applicant will enhance the research capacity at Laurentian University, strengthen the research performance and articulate the research strengths of Laurentian University internally and externally.

Applicants must have a thorough knowledge of governmental and non-governmental funding agencies at the provincial, federal, and international levels and must understand and appreciate the needs of researchers from all areas of academia. The successful candidate will also have a track record in securing grants and forging research partnerships among faculty in various disciplines as well as outside the institution, and will possess strong administrative and personal skills. Applicants must have a doctorate, *strong publication and teaching records, and a record of successful graduate supervision.*

The Associate Vice President, Research will report to the two Vice-Presidents, Academic (Anglophone and Francophone Affairs) and function as a key member of the senior academic team. Bilingualism (English and French) is a requirement. Rank and salary will be commensurate with the qualifications of the successful candidate.

The Associate Vice-President, Research will also be responsible for a number of programs and dossiers, including Laurentian University's Canada Research Chairs, the Laurentian University Office of Research, the Office that administers issues that pertain to Intellectual Property, and the various university committees that deal with research related issues such as research ethics and animal care policies.

Laurentian University

Laurentian University is located in Sudbury which is an attractive modern city offering unique cultural, recreational, and educational opportunities for faculty and students. For further info see http://www.sudburytourism.ca.

Laurentian University serves the needs of Anglophones, Francophones and First Nations People, and is increasingly open to the world through international student recruitment and collaborative exchange agreements. A new strategic plan, entitled "Building on Excellence," articulates a bold vision for Laurentian (the strategic plan can be found at http://laurentian.ca/admn/GRAD_STUDY/RESEARCH/LU-SRP-english-March2003.html).

Laurentian University has a recently approved Ph.D. program in Mineral Deposits and Precambrian Geology and, currently, other Ph.D. programs are being developed. Laurentian University has launched the Northern Ontario Medical School in partnership with Lakehead University. Thus, Laurentian University is poised to extend its reach beyond the region, and achieve national and international recognition.

For more information about Laurentian University, please consult www.laurentian.ca More detailed information is also available upon request.

Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

NOMINATIONS ARE ALSO WELCOMED. APPLICATIONS AND NOMINATIONS WILL BE REVIEWED COMMENCING IN LATE FEBRUARY BUT WILL BE ACCEPTED UNTIL THE POSITION IS FILLED.

Should you want to learn more about this special opportunity,
call Libby Dybikowski at (604) 913-7768 or forward your CV,
a letter of introduction and the names of three referees in confidence to
Provence Consulting, Suite 202 – 1555 Marine Drive, West
Vancouver, BC V7V 1H9. Fax: (604) 913-8356, e-mail
search@provenceconsulting.com
To apply on line, go to www.provenceconsulting.com
We will communicate with all who express interest.

Provence consulting inc.

VICE-RECTORAT ADJOINT À LA RECHERCHE

L'Université Laurentienne, qui s'est placée régulièrement à un bon niveau (30e) dans le classement d'Into-Source pour les universités canadiennes qui effectuent des recherches et qui a reçu pour ses chercheurs, en 2002-2003, plus de 14 000 000 $ de subventions, cherche un universitaire de renommée internationale pour occuper le poste de vice-recteur adjoint à la recherche avec entrée en fonction le 1er juillet 2004. La personne choisie améliorera les capacités de recherche de l'Université Laurentienne, renforcera le travail de recherche et combinera les forces de recherche de l'Université Laurentienne à l'intérieur et à l'extérieur de celle-ci.

Les personnes intéressées doivent avoir une connaissance approfondie des organismes nationaux, provinciaux et étrangers – gouvernementaux et privés – qui subventionnent les travaux de recherche et être en mesure de comprendre les besoins des chercheurs dans tous les domaines. La personne retenue fera preuve d'excellentes aptitudes personnelles et de gestion et aura réussi dans l'obtention de subventions et l'établissement d'associations entre des membres du corps professoral de plusieurs disciplines, à l'Université ou à l'extérieur, pour la réalisation de recherches. Il faut être titulaire d'un diplôme de doctorat, attester d'excellents états de service en ce qui concerne l'enseignement et les publications et avoir dirigé avec succès des étudiants dans les programmes d'études supérieures.

Le ou la titulaire relèvera des deux vice-recteurs à l'enseignement et à la recherche (Affaires anglophones et francophones) et agira en tant que membre essentiel du groupe des cadres supérieurs de l'Université. Le bilinguisme (français et anglais) est exigé. Le rang et le salaire seront établis en fonction des qualifications de la personne choisie, laquelle sera aussi responsable de divers programmes et dossiers, dont les Chaires de recherche du Canada accordées à l'Université, le Bureau de recherche de l'UL, l'unité qui administre les questions touchant la propriété intellectuelle et les comités de l'Université qui s'occupent de l'éthique dans les recherches, des directives pour le traitement des animaux et d'autres questions relatives aux recherches.

Université Laurentienne

L'Université Laurentienne est située à Sudbury, ville moderne et attirante qui offre d'excellentes possibilités culturelles, éducatives et de loisirs au corps professoral et à la population étudiante. Pour de plus amples renseignements, consultez http://www.sudburytourism.ca.

L'Université Laurentienne répond aux besoins des Anglophones, des Francophones et des Premières Nations et s'ouvre de plus en plus sur le monde en recrutant des étudiants étrangers et en concluant des ententes d'échanges. Le nouveau plan stratégique intitulé « Bâtir sur la qualité » articule la vision ambitieuse de l'Université Laurentienne (document qui se trouve à http://laurentian.ca/admn/GRAD_STUDY/RESEARCH/LU_SRP_francais_March2003.htm).

L'Université Laurentienne a récemment approuvé un programme de doctorat en gisements miniers et géologie précambrienne et d'autres programmes d'études supérieures se profilent à l'horizon. Elle a aussi créé l'École de médecine du Nord-Ontario en partenariat avec l'Université Lakehead, et c'est la raison pour laquelle l'Université Laurentienne est en passe d'élargir son rayon d'action au-delà de la région et d'acquérir une réputation nationale et internationale.

Pour obtenir davantage de renseignements au sujet de l'Université, consulter www.laurentienne.ca ou demander directement des informations détaillées.

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et fait appel à toutes les personnes dûment qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes ayant des handicaps. En conformité avec les lois de l'immigration au Canada, toutes les personnes qualifiées sont invitées à poser leur candidature mais les Canadiens et résidents permanents auront priorité.

LES MISES EN CANDIDATURE SONT AUSSI ACCEPTÉES. L'EXAMEN DES DEMANDES ET DES MISES EN CANDIDATURE DÉBUTERA À LA FIN DE FÉVRIER ET ELLES SERONT ACCEPTÉES JUSQU'À CE QUE LE POSTE SOIT POURVU.

Si vous désirez obtenir d'autres renseignements sur ces occasions uniques,
Veuillez appeler Libby Dybikowski au (604) 913-7768 ou transmettre votre
CV avec lettre d'accompagnement et trois références, sous pli confidentiel,
à Provence Consulting, bureau 202, 1555 promenade Marine, Vancouver
Ouest CB V7V 1H9. Télécopieur : (604) 913-8356, Pour poser
votre candidature en ligne, allez à www.provenceconsulting.com
Nous communiquerons avec toutes les personnes qui
manifesteront leur intérêt pour ces postes.

CAREERS CARRIÈRES

e CV, teaching dossier, writing sample, and the names and contact information for three referees. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. Deadline for applications: 15 February 2004. Please submit applications with a CV to Dr. Elisse Asp, Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

■ **ENGLISH — Concordia University.** The Faculty of Arts and Science, has up to five limited-term appointments available, up to three in Composition and one each in Canadian literature and Medieval literature. Please see our full-page display ad in this issue.

■ **ENGLISH — Saint Mary's University.** The Department of English invites applications for a tenure track appointment at the Assistant Professor level in the field of the literature of Atlantic Canada to begin July 1, 2004. A secondary interest in one or more of Black Atlantic Literature, First Nations Literature, or Scottish Literature would be considered an asset. A completed PhD, teaching experience, and a demonstrated commitment to research are required qualifications. The successful candidate will be expected to teach courses in the English department ranging from introductory English to the senior level. Since Saint Mary's University has strong interdisciplinary undergraduate and graduated programs in Atlantic Canada Studies, there will be opportunities for thesis supervision and teaching cross-listed courses. (visit our website at www.smu.ca). Applications must include a c.v., teaching dossier, writing sample, and the names and contact information for three referees. Closing Date: March 31, 2004. Saint Mary's University is committed to the principles of employment equity. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. Please submit applications with an updated c.v. to: Dr. Elisse Asp, Chair, Department of English, Saint Mary's University, Halifax, N.S. B3H 3C3.

■ **ENGLISH — Algoma University College.** The Department of English invites applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2004, subject to budgetary approval. The successful candidate will teach undergraduate courses of limited size and will be a specialist in Shakespeare and Renaissance Literature, with secondary backgrounds in any of the following: Medieval Literature, 18thC or 19thC Literature, and/or Backgrounds to Western Literature. Interested candidates should forward a letter of application, a curriculum vitae, recent teaching evaluations, a sample publication and three letters of references to: Dr. Arthur Perlini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@auc.ca by March 19, 2004. Applications received after this date may not be considered. Further information may be obtained by contacting Dr. Karl Jirgens, Chair, Department of English (705) 949-2301 ext. 508 or, jjirgens@auc.ca. The university web site (www.auc.ca) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US boider. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities. While budgetary approval may be granted for this position, Algoma University College reserves the right not to fill positions or to fill positions at a level or term different from that advertised.

■ **ENGLISH — The University of Saskatchewan.** Applications are invited for two twelve-month term positions in the Department of English at the University of Saskatchewan. Appointments will be at the Assistant Professor level. The first is in Canadian Literature; those with expertise in literature before 1950 are encouraged to apply. The second is in Renaissance Literature with particular expertise in Shakespearean Drama. The appointments will commence on 1 July 2004. Qualifications include a completed PhD and demonstrated strength in teaching and publication. Applicants should send a curriculum vitae, transcripts and a writing sample, and ask three referees to write directly to Professor Paul M. Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. Review of applications will begin on 01 March 2004. Applicants are invited to consult www.usask.ca/english for additional information about the department. In accordance with the University's Employment Equity Policy, the department welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Moreover, the department affirms the importance of diversity in its faculty more broadly defined and of equity beyond these officially recognized groups, such as lesbians and gay men. We also welcome applicants to submit pertinent information regarding non-traditional forms of knowledge and alternate career paths. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals, regardless of their immigration status, though Canadian citizens and permanent residents of Canada will be given priority.

■ **ENVIRONMENTAL & RESOURCE MANAGEMENT — The University of Guelph.** The Department of Geography invites applications for a tenure track position in Environmental/Resource Management at the Assistant Professor level. The successful candidate should have research expertise that addresses socio-economic, institutional, cultural, or political dimensions of environmental/resource management. The Department of Geography has fostered close links with a number of other programs/units on campus, including the Faculty of Environmental Sciences and the Collaborative International Development Studies program. The position will commence July 1, 2004. The candidate must have a strong commitment to excellence in teaching and research, and will contribute to the Department's undergraduate and graduate programs. A PhD at the time of appointment (preferably in Geography) and demonstrated excellence in research are expected. Candidates with PhDs in related disciplines may be considered. An application, including statement of interest, curriculum vitae and the names of three referees, should be submitted in writing (no electronic applications will be accepted) no later than February 29, 2004 to Dr. Richard G. Kuhn, Chair, Department of Geography, College of Social and Applied Human Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Information about the Department can be found at http://www.uoguelph.ca/geography. Information about the benefits of working at the University of Guelph can be found at http://www.uoguelph.ca/facultyjobs. The City of Guelph is amongst Canada's most attractive and desirable medium sized cities and is widely known for its historical stone architecture and lively arts community. Both the City and its surrounding communities offer a wide range of amenities and enjoy an excellent reputation as safe and enjoyable places to work, recreation and residence. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

■ **ÉTUDES CANADIENNES — L'Université d'Ottawa.** La Faculté des arts sollicite des candidatures pour le poste de directeur ou directrice de l'Institut d'études canadiennes. L'Institut a pour mandat de promouvoir ses activités sur les études canadiennes dans un contexte international, le lien entre la recherche universitaire et la scène publique, les programmes d'études interdisciplinaires et l'exploitation innovatrice de nouvelles technologies de l'information pour l'étude du Canada. Il joue un rôle clé en ce qui concerne l'un des axes de développement de l'université : Canada — enjeux sociaux et culturels. L'Institut offre des infrastructures d'enseignement et de recherche à l'intention des étudiants, des professeurs et des visiteurs, en plus d'agir comme catalyseur de l'interdisciplinarité, pour des études de politique publique et des échanges internationaux (voir http://www.canada.uottawa.ca/devant.htm). La personne choisie sera un chef de fil dans le domaine des études canadiennes, qui pourra contribuer à la réputation nationale et internationale de l'Institut. Ses intérêts de recherche et d'enseignement doivent coïncider avec ceux de l'un ou de plusieurs des départements de la Faculté des arts, qui participent au programme pluridisciplinaire en études canadiennes au niveau du doctorat : English, Géographie, Histoire, Lettres françaises, Linguistique, Philosophie, Traduction ou Sciences des religions. Les candidats doivent être titulaires d'un doctorat, posséder un fort dossier de publications, avoir obtenu des fonds de recherche, avoir une bonne expérience universitaire et administrative, ainsi que maîtriser le français et l'anglais. L'ambauche se fera au rang d'agrégé ou de titulaire dans l'un des départements précisés ci-dessus. Ce poste mène à la permanence. La date d'entrée en fonction est le 1er juillet 2004. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'université a une politique d'équité en matière d'emploi. Les candidatures accompagnées d'un curriculum vitae, des exemples de publications récentes ainsi que trois lettres de recommandation confidentielles, par courriel séparé, doivent parvenir au plus tard le 15 mars 2004 à : M. Antoni Lewkowicz, doyen associé à la recherche, Faculté des arts, Université d'Ottawa, 60, rue Université, Ottawa, ON K1N 6N5.

■ **ÉTUDES FRANÇAISES — L'Université Concordia.** La Faculté des arts et des sciences de l'Université Concordia annonce la création probable de cinq postes éventuels en Études françaises. Veuillez lire l'annonce pleine page publiée dans ce numéro.

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■ **FINE ARTS — The Nova Scotia College of Art and Design** (NSCAD University) invites applications for a Regular Pro Rated (50%) Faculty Appointment at the rank of Lecturer or Assistant Professor. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment, renewable for continuing appointments. Appointment Date: July 1, 2004. Review of Applications will begin: February 16, 2004. The successful applicant will have a background in Design and a strong commitment to Foundation teaching. They will be required to teach Drawing. Experience in teaching other Foundation courses will be considered an asset. The successful candidate will contribute to curriculum and program development as well as participate in other activities that contribute to the academic life of the University. The successful candidate will hold an appropriate graduate degree with an established or developing record of professional activity related to the position. Post-secondary teaching experience will be considered an asset. Salary will be dependent upon qualifications and in accordance with the Faculty Salary Grid. The Nova Scotia College of Art and Design (NSCAD University), founded in Halifax in 1887, is one of North America's outstanding institutions for the study, practice, and teaching of art, craft and design. Currently there are more than 950 students enrolled in graduate and undergraduate programs. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a current curriculum vitae, 20 slides or other appropriate documentation of professional work and the names and addresses of three references. Please direct applications to: Office of the Vice-President (Academic and Research), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6, Fax: (902) 425-4664.

■ **FOODSERVICE OPERATIONS — The University of Guelph.** The School of Hospitality and Tourism Management is seeking qualified candidates in hospitality management to fill an assistant professor tenure-track position. The successful candidate will be expected to teach courses in foodservice operations at the undergraduate and graduate level and conduct research in hospitality management. The successful candidate will hold a completed, or nearly completed, PhD in hospitality management. Evidence of past research accomplishments, teaching experience and a demonstrated ability to interact and work with the hospitality industry is desirable. Submit a letter of application, curriculum vitae and a list of references with mailing address, phone number and e-mail contact information by February 29, 2004 to: Dr. Tanya Maclaurin, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada N1G 2W1, Fax: (519) 823-5512, E-mail: tmaclaur@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **FORESTRY — The University of British Columbia.** The Department of Forest Resources Management, Faculty of Forestry at the University of British Columbia seeks a tenure-track faculty appointee in Forest Resource Economics. Candidates must hold (or be nearing completion of) a PhD in forest economics, agriculture economics, natural resources economics, environmental economics, regional economics or other related field. Strength in quantitative methods would be an advantage. It is expected that the appointee will have an established, or emerging, research program in a relevant field, teaching experience, an interest in policy issues and an aptitude to enter into public debate concerning economic issues relating to the management of forest resources. Eligibility for professional registration is desirable but not essential. The successful candidate will be expected to teach at the graduate and undergraduate levels, develop a personal research agenda and collaborate with other members of the Faculty of Forestry and resource economists in government, industry and on the University of BC campus. The appointment will be effective July 1, 2004, but an alternative date may be arranged. Salary and rank will be commensurate with experience and qualifications. All University of BC positions are subject to budgetary approval. Inquires should be addressed to, Department Head, Forest Resources Management, University of British Columbia, 2424 Main Mall, Vancouver, BC, V6T 1Z4. The closing date for applications is March 15, 2004. Applications should include curriculum vitae, a short statement of research interests and philosophy, copies of recent publications and the names and addresses of three referees. The University of BC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **FRENCH STUDIES — The University of Waterloo** The Department of French Studies invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1st, 2004. The successful candidate will hold a PhD in French Studies, with specialization in either 17th, 18th, or 19th century French literature, as well as a solid knowledge of cultural studies. Expertise in humanities computing research will be considered an asset. Candidates should have a native or near-native knowledge of French and a good command of English. Duties will include participation in the department's research initiatives and the teaching of graduate and undergraduate courses. The Department of French Studies at the University of Waterloo is dedicated to excellence in research and teaching at both the undergraduate and graduate levels. Applications, including a cover letter, curriculum

Athabasca University
Canada's Open University™

Specializing in distance and online education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Chief Information Officer, Office of the President

Reporting to the President, in this newly created, vital leadership role, the Chief Information Officer (CIO) will provide vision and direction for information systems to serve the internal and external needs of Athabasca University. As a strategist, the CIO works with various stakeholders to implement effective, leading-edge IT solutions to support learning, teaching, research and administrative service goals of Athabasca University. This position provides the expertise and leadership to create strong information systems linkages and integration across the academic and administrative functions while accommodating unique needs. This includes developing partnerships and alliances with both public and private sector organizations.

Please refer to the full job profile on our Web site at:

www.athabascau.ca/jobprofiles

Further information about this position may be obtained from **Dominique Abrioux (780) 675-6103** or via e-mail: **dominiqu@athabascau.ca.**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume and the names and addresses of three references by **February 28, 2004, quoting Competition # CB-CIO-0204, to: Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by e-mail: resume@athabasceu.ca; or fax: (780) 675-6135.**

Athabasca University is located in the town of Athabasca, nestled in the picturesque Athabasca River Valley of north central Alberta, 145 km north of Edmonton. The successful applicant may consider residence in Athabasca, Edmonton or surrounding communities.

To learn more about the town of Athabasca, visit: **www.town.athabasca.ab.ca**

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

Visit our website at **www.athabascau.ca**

WILFRID LAURIER UNIVERSITY

Canada Research Chairs

Wilfrid Laurier University is seeking outstanding researchers as candidates for its allocation of Canada Research Chairs (CRCs). Laurier plans to appoint two Tier II CRCs by July 2005, one in the NSERC area and another in the SSHRC area.

Laurier's Strategic Research Plan elaborates a strategy that emphasizes interdisciplinary work in four research clusters:

(1) Culture and Human Experience
(2) Society and Public Policy
(3) Environment and Health
(4) Science and Technology.

Applications that pertain to any one or more of these research clusters will receive serious consideration.

Areas of particular interest to the University include: Entrepreneurship, Financial Economics, Cultural Studies, Globalization, Biochemistry, Structural Biology, Photonics, Computer Scienre and Proteomics. Chairholders will lead a program of research and provide leadership across the research clusters, mentor graduate students, supervise graduate students, and assist other faculty in securing external research funding.

Laurier will short list candidates after March 15, 2004, but will review and consider applications until the positions are filled. All positions are subject to review and final approval by the CRC Secretariat. Details about the federal government's CRC program, as well as the Chair selection criteria can be found at www.chairs.gc.ca. To learn more about Wilfrid Laurier University, please visit www.wlu.ca. The full text of Laurier's Strategic Research Plan can be found at www.wlu.ca/~wwwroff/index.shtml.

The Canada Research Chair Applications, including a CV, a statement of research objectives and a five-year research plan, and the names and e-mail addresses of five referees may be sent to **Rowland Smith, Vice-President: Academic, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5.**

Wilfrid Laurier University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

Memorial
University of Newfoundland

JOHN CLINCH PROFESSORSHIP IN MEDICAL HUMANITIES AND HISTORY OF MEDICINE

The Faculty of Medicine is recruiting for a tenure track position for the John Clinch Professorship in Medical Humanities & History of Medicine. Preference will be given to an experienced candidate with appointment expected at the level of Associate or Full Professor. The position will commence as of July 1, 2004.

The Clinch Professorship is named after the Reverend John Clinch who introduced the smallpox vaccination to North America in 1798. Reverend Clinch, a friend and classmate of Dr. Edward Jenner who discovered the smallpox vaccine, came to Twillingate, Newfoundland in 1797.

The terms of reference for the Professorship have now been expanded to incorporate scholarly interests in both the history of medicine and the medical humanities.

The incumbent's responsibilities will include curriculum development and teaching in the humanities-ethics-law program for undergraduate and postgraduate medical students, and to provide resources and teaching in aspects of history of medicine. The successful candidate should be prepared to provide a graduate level course in a discipline relevant to his or her particular area of expertise that will be cross-listed with the Faculty of Arts. The incumbent will also be responsible to maintain and foster the development of the collection in the Health Sciences Library which has a particular emphasis on the history of medicine. The successful candidate will have an active program of research.

This position is open to candidates with a PhD in a relevant field, or to those with an MD and sufficient postgraduate training and expertise to fulfill the requirements of the position.

Closing date for applications is **February 29, 2004.**

Candidates should forward a cover letter in which they describe their interest in and qualifications for this position (two pages maximum), a curriculum vitae, the names of three references, and a sample of their written work to: **Dr. Daryl Pullman, Chair, Clinch Professorship Search Committee, Faculty of Medicine, Memorial University of Newfoundland, Health Sciences Centre, St. John's, Newfoundland A1B 3V6.**

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

vitae, three confidential letters of recommendation, and evidence of successful teaching, should be sent directly, no later then March 31, 2004, to Dr. François Paré, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 725-0554. E-mail: fpare@watarts.uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

G

■ **GEOGRAPHY — Concordia University.** The Faculty of Arts and Science, has up to two limited-term appointments available, one in Urban Planning and one in Human Geography. Please see our full-page display ad in this issue.

■ **GEOGRAPHY — The University of Waterloo.** The Department of Geography invites applications for a tenure-track position in Geography at the Associate or Assistant Professor level specializing in Remote Sensing. Preference will be given to applicants who emphasize the applied aspects of remote sensing, have experience with the use of remote sensing in environmental modelling, and are knowledgeable in other areas of geomatics (GIS, spatial statistics, cartography, GPS). The ability to contribute to teaching and research in physical geography would be an asset. The successful candidate is expected to be a strong contributor to research and teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies, which consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. For additional information about the Department see: http://www.fes.uwaterloo.ca/geography/. Applicants must have a Ph.D. Start date for the appointment is open to negotiation, but the successful candidate is expected to be on campus no later than January 1, 2005. Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application and the C.V. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on Monday, March 1, 2004 and continue until the position is filled. Applications should be sent to Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **GERMAN — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in German. Please see our full-page display ad in this issue.

■ **GERMAN — The University College of the Cariboo.** The English and Modern Languages Department, University College of the Cariboo, invites applications for a continuing, full-time position in German. The successful candidate will have a PhD or equivalent in German, native or near native fluency in German, substantial experience and a strong commitment to undergraduate language and literature teaching at all levels. A solid record of scholarly activity including publication is highly recommended. Start date is 01 August 2004. Applications will be reviewed commencing 01 March 2004, in accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. UCC is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-170 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, UCC, P.O. Box 3010, Kamloops, British Columbia, V2C 5N3, http://cariboo.bc.ca/hr/job.htm.

H

■ **HEALTH POLICY — York University.** The School of Health Policy and Management, Atkinson Faculty of Liberal and Professional Studies, at York University in Toronto, Canada, invites applications for a one-year contractually limited term position in Health Policy to commence July 1, 2004. Subject to budgetary approval. The successful candidate will play a pivotal role in the delivery of the Health Policy curriculum, and teach within a highly productive and collegial academic community. The candidate should have research and practical expertise in the areas of health policy with emphasis on the Canadian health care system, comparative health policy, determinants of health, and research methodology as well as the ability to teach courses in these areas. Details are available at: www.yorku.ca/acadjobs. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

■ **HEALTH STUDIES — Wilfrid Laurier University.** The Kinesiology and Physical Education Department invites applications for a tenure-track appointment at the Assistant or Associate Professor level beginning July 1, 2004, subject to budgetary approval. Applicants must be able to teach epidemiology and at least one other related kinesiology subject area that might include health, rehabilitative science, or statistics/research methods. Hiring decisions will be made on the basis of research excellence, teaching ability, and fit with departmental needs. The successful candidate will be expected to play a central role in the establishment of a graduate program focussing on the epidemiology of physical activity and health. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of two recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have at least three letters of reference sent to Dr. Stephen Wenn, Chair, Department of Kinesiology and Physical Education, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 (email: swenn@wlu.ca). Kinesiology and PE is a young and dynamic department in the Faculty of Science, with 11 full-time faculty, new research laboratory and office space and an undergraduate enrolment of over 400 majors in both Honours BA and BSc streams. Faculty members pursue a variety of externally funded research programs and are strongly committed to excellence in teaching. Please visit www.wlu.ca for more information. Applications will be accepted until March 30, 2004. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in e visible minority, persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **HISTORY — Bishop's University.** The Department of History seeks applications for a tenure-stream appointment at the rank of Assistant Professor in European History commencing July 1, 2004. The successful applicant will have a PhD in hand, possess undergraduate teaching experience and demonstrate a commitment to research and scholarship. He/she should also combine expertise in early modern or modern European history with two of the following areas: eastern Europe, imperialism and/or European expansion, socio-cultural history, international relations, gender or family history. This position is subject to final Senate and budgetary approval. If is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Candidates should provide a letter of application, curriculum vitae and the names of three referees to: Stephen Sheehan, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. The deadline for the receipt of applications and all supporting materials is Monday, March 15th, 2004.

■ **HISTORY — Concordia University.** The Faculty of Arts and Science, has one limited-term appointment available in American History. Please see our full-page display ad in this issue.

■ **HISTORY — The University of Saskatchewan.** The Department of History invites applications for a twelve-month term position in American History. The successful candidate will be expected to teach a first-year comparative Americas course, a second-year U.S. survey class and an upper-year seminar in a specialized area in American History. This appointment is at the assistant professor level. PhD and publications are strongly preferred. Evidence of excellence in teaching is required. Applicants should submit their letter of application, Curriculum Vitae, and any other supporting materials, along with three confidential letters of reference, to: Dave De Brou, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Sesketoon, SK, S7N 5A5, Canada; Fax: (306)-966-5797; E-Mail: debrou@duke.usask.ca. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, visible minorities, and paople with disabilities are invited to identify themselves as members of these designated groups in their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The consideration of applications will begin on 1 March, 2004.

■ **HISTORY — The University of Guelph** invites applications for e tenure track position in the history of science at the rank of Assistant Professor, effective 1 July 2004 or negotiable. Preference will be given to those with a completed PhD and who can demonstrate an interest in science as it relates historically to the environment and/or agriculture. The appointee will be expected to contribute to undergraduate teaching at all levels in History and in the university's Bachelor of Arts and Science Program, and to participate in History's graduate (M.A. and PhD) activities through the Tri-University Graduate Program in History. Teaching for this position is apportioned 60% History / 40% Bachelor of Arts and Science Program. The appointee will have demonstrated commitment to teaching and research excellence. Engagement with new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Goddard, Chair of Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 to be received before the application deadline of 30 March 2004. See: http://www.uoguelph.ca/history; http://www.uoguelph.ca/bas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — St. Jerome's University.** The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2004. The successful candidate will have a PhD in History with expertise in the History of Modern Canada. St. Jerome's University is a public Roman Catholic liberal arts university, federated with the University of Waterloo. We emphasize both teaching excellence at the undergraduate level and a spirit of collegiality. In addition to teaching courses in the general field of modern Canadian history, the successful candidate should be prepared to teach courses in the area of Canadian international relations, Canadian Catholic Church history and/or Canadian legal/constitutional history. Opportunities to teach in the graduate History program of the University of Waterloo are normally available to St. Jerome's faculty. Applications from women and men who are familier with and sympathetic to the traditions of the Roman Catholic faith are encouraged. Interest in, and ability to contribute to, interdisciplinary programs is an asset. The minimum starting salary (as of May 1, 2004) for an Assistant Professor is $58,000. The closing date for applications is February 29, 2004. Applications must consist o detailed letter explaining your interest in and suitability for the position, a curriculum vitae, e statement of your teaching philosophy and research agenda, and three confidentiel letters of recommendation (sent under separate cover by the referees or as pert of your graduete school dossier). Please address epplications to Dr. Kenneth McLaughlin, Acting Chair, Department of History, St. Jerome's University, 290 Westmount Road, North, Building #81, Waterloo, Ontario, Canada N2L 3G3. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and

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UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

www.careers.ualberta.ca

Obstetrics and Gynecology

The Department of Obstetrics and Gynecology, University of Alberta, is seeking to recruit to the following two full-time continuing positions:

Obstetrician/Gynecologist - Clinician/Educator

The successful candidate will be an integral part of the Department's clinical undergraduate and postgraduate educational programs. The position is Full-time and will include a clinical practice in general obstetrics and gynecology based at the Royal Alexandra Hospital. Expertise in a specific clinical or educational domain would be a distinct asset.

Academic Reproductive Endocrinology and Infertility Specialist Physician

The successful candidate will be expected to have wide experience in Assisted Reproductive Technology (ART) and to be involved with the establishment and direction of the ART program within the Royal Alexandra Hospital in conjunction with current faculty. The candidate will be involved with postgraduate and undergraduate medical education and will be expected to have an active research interest and demonstrated skills in clinical and/or basic research and education.

Send application and curriculum vitae by May 1, 2004 to:

Dr. J. Wylam Faught
Professor and Chair/Site Chief
Department of Obstetrics and Gynecology
Royal Alexandra Hospital
201 Community Services Centre
10240 Kingsway Avenue
Edmonton, Alberta, Canada T5H 3V9

Detailed information about both positions can be found at *www.careers.ualberta.ca*

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RYERSON UNIVERSITY

DIRECTOR
SCHOOL OF OCCUPATIONAL & PUBLIC HEALTH

Applications are invited for the position of Director of the School of Occupational & Public Health at Ryerson University. This appointment will be for a term of five years commencing July 1, 2004 and incorporate a tenure track faculty position.

This School offers a Bachelor of Applied Science Program to approximately 350 students in two main disciplines: Public Health and Safety; and Occupational Health and Safety. The public health and safety option meets the academic requirements for the Board of Certification of the Canadian Institute of Public Health Inspectors. The occupational health and safety option meets the academic requirements for the Canadian Registration Board of Occupational Hygienists and the Board of Registered Safety Professionals. The School also supports teaching and research in the graduate program in Environmental Applied Sciences and Management and is involved in offering continuing education professional certificates.

The Director will be responsible to the Dean of the Faculty of Community Services and will provide academic and administrative leadership for the School. Consistent with the mandate of Ryerson University, the Director is expected to promote excellence in undergraduate education, and foster a climate which supports scholarly research and creative activities.

Applicants should possess the following:

- A PhD in a discipline relevant to occupational or public health or a combination of academic and professional qualifications that are equivalent.
- A demonstrated record in, and strong capacity for, research relevant to either discipline.
- Demonstrated excellence in post-secondary teaching.
- Significant academic and professional ties with relevant professional fields and professional bodies or organizations.
- Demonstrated excellence in administrative/management skills as well as a record of team-building and dynamic leadership.
- Experience in managing change.

Please forward your application, a detailed curriculum vitae and the names and addresses of three referees, to be received by **March 1, 2004** to **Professor Sue Williams, Dean, Faculty of Community Services, Ryerson University, 350 Victoria Street, Room SHE 694, Toronto, Ontario M5B 2K3.** For more detailed information about the School please consult the School's web page www.ryerson.ca/sophe.

This advertisement is directed to Canadian citizens and landed immigrants.
In keeping with Ryerson University's employment equity program, applications are encouraged from women, visible minorities, aboriginal peoples, and peoples with disabilities

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Simon Fraser University
Shrum Chair in Science

Applications and nominations are invited for the Shrum Chair in the Faculty of Science at Simon Fraser University. This endowed chair is named after the late G. M. Shrum, founding Chancellor of the University.

Candidates should be outstanding scholars whose research interests match those represented in our Departments in Biological Sciences, Chemistry, Molecular Biology and Biochemistry, Physics, Statistics and Actuarial Science, Mathematics, and Earth Sciences. The Chair is a five-year appointment; the appointee will hold a tenured position as Professor in the appropriate Department. The salary will be commensurate with a distinguished Chair appointment and the appointment will be effective September 1, 2004.

Applications or nominations, together with a curriculum vitae, and where appropriate, the names of six referees, should be sent by **February 29, 2004 to: M. Plischke, Acting Dean, Faculty of Science, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6.**

Priority will be given to Canadian Citizens and Permanent Residents of Canada. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

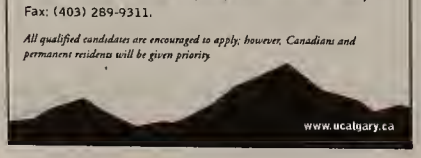
Genomics of *Desulfovibrio vulgaris*

UNIVERSITY OF CALGARY

A **post-doctoral position** is available for two years to study hydrogen metabolism, role in iron corrosion and biocide resistance of the sulfate-reducing bacterium *Desulfovibrio vulgaris* (J. Bacteriol. 185: 4345 and 184: 5903; Environ. Microbiol. 5: 607) through the use of bioinformatics, genome-wide microarray hybridization and mutagenesis. Familiarity with bioinformatics and/or molecular biological techniques is required; experience with anaerobic or environmental microbiology is desired. This position is funded from external sources and is not a University support staff position.

Please send a cover letter, CV and names/addresses of two referees by **March 15, 2004,** to: **Dr. Gerrit Voordouw,** Department of Biological Sciences, University of Calgary, 2500 University Drive N.W., Calgary, AB, T2N 1N4 Canada. E-mail: voordouw@ucalgary.ca; Telephone: (403) 220-6388; Fax: (403) 289-9311.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



CAREERS CARRIÈRES

permanent residents of Canada. St. Jerome's University is committed to the principles of employment equity.

■ **HISTORY — The University of Windsor** invites applications for a 12-month limited-term faculty position in the Department of History in the area of European History and International Relations at the Assistant Professor level commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tucker, Department Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519.253.3000, Ext. 2323, Fax: 519.971.3610; Email: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Deakin, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **HISTORY & PHILOSOPHY OF SCIENCE — Concordia University** The Faculty of Arts and Science, has one limited-term appointment for a candidate specializing in the History and Philosophy of Science. Please see our full page display ad in this issue.

I

■ **ITALIAN — Queen's University.** The Department of Spanish and Italian invites applications for a three-year Non-Renewable Adjunct position at the Assistant Professor level beginning July 1, 2004 in Italian language and literature. Qualifications for this position include a completed PhD and demonstrated excellence in teaching and research. Salary will reflect qualifications and experience. The deadline for applications is March 15, 2004. Letter of application together with curriculum vitae and three letters of reference should be sent to Professor D. I. Mennell, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. Queen's University has an Employment Equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

ITALIAN — Concordia University. The Faculty of Arts and Science has one limited-term appointment in Italian. Please see our full-page display ad in this issue.

J

■ **JOURNALISM — Concordia University.** The Faculty of Arts and Science has up to two limited-term appointments available, one in Broadcast Journalism and one in Computer-Assisted Journalism. Please see our full-page display ad in this issue.

K

■ **KINESIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of musculoskeletal biomechanics. Candidates should have demonstrated research and teaching experience in biomechanics of human motion and tissue injury. The successful candidate will have expertise in one or more of the following areas: muscle mechanics, joint mechanics, movement/performance optimization, determination of internal muscle and tissue forces, injury mechanisms, and control of movement. The work will span basic to applied research with application to injury prevention. The candidate is expected to present both a clear path for independent research and a strong desire to work within a well equipped research team that includes a Canada Research Chair in Biomechanics and Injury Prevention. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and Ph.D. degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. Applications will be considered until the position is filled. The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **KINESIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of occupational biomechanics. Candidates must have a PhD and should have interest and experience in occupational biomechanics with a special emphasis on prevention of musculoskeletal disorders and injury. The ideal candidate will have teaching expertise in occupational biomechanics and/or ergonomics. Additional expertise in industrial engineering, workplace interventions, participatory workplace processes or program evaluation would be an asset. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. Applications will be considered until the position is filled. The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of occupational biomechanics. Candidates must have a PhD and should have interest and experience in occupational biomechanics with a special emphasis on prevention of musculoskeletal disorders and injury. The ideal candidate will have teaching expertise in occupational biomechanics and/or ergonomics. Additional expertise in industrial engineering, workplace interventions, participatory workplace processes or program evaluation would be an asset. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. Applications will be considered until the position is filled. The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **KINESIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the field of occupational biomechanics. Candidates must have a PhD and should have interest and experience in occupational biomechanics with a special emphasis on prevention of musculoskeletal disorders and injury. The ideal candidate will have teaching expertise in occupational biomechanics and/or ergonomics. Additional expertise in industrial engineering, workplace interventions, participatory workplace processes or program evaluation would be an asset. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement, and is the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. Applications will be considered until the position is filled. The expected start date for the appointment is immediate. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

L

■ **LAW — Carleton University.** Subject to budgetary approval, Carleton University, Department of Law, Faculty of Public Affairs and Management, invites applications for a preliminary position at the rank of Assistant Professor, commencing July 1, 2004. Candidates should hold a doctoral degree in law, legal studies or a related discipline. Applications are encouraged from candidates with theoretically informed research and teaching interests emphasizing interdisciplinary approaches to Criminal Law or Criminology focusing on law. The ability to also teach legal theory and/or the global aspects of Criminal Law and security would be an asset. The Department offers a BA. in Law, and an M.A. in Legal Studies. It is a participating unit in new undergraduate programs in Public Affairs and Management, Human Rights, and Criminology and Criminal Justice. The unit is committed to research in legal studies, and a demonstrable interest in teaching and research from an interdisciplinary per-

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UNBC

College of Science & Management

Assistant or Associate Professor, School of Environmental Planning
Tenure-track Position

The University of Northern British Columbia is seeking applications for a tenure track faculty position at the Assistant or Associate Professor level in Environmental Planning, Land Use Planning, Integrated Resource Management, Regional Planning, or Community Planning. The School of Environmental Planning is looking for an exceptional candidate who will develop an excellent and innovative research and teaching program at both the undergraduate and graduate levels in one or more of the above disciplines. It is anticipated that this position will commence August 2004 (subject to budgetary approval).

The University of Northern British Columbia is located in a vast landscape that is exceptional in its natural beauty. This environment provides excellent research and teaching opportunities. Prince George is a regional service, transportation, and industrial centre which serves as a gateway to Northern British Columbia, the Territories, and Western Alberta. The UNBC service area provides rich opportunities for research and scholarship, while UNBC provides a supportive environment for the development and dissemination of knowledge that can assist in enhancing environmental values, sustainable management of natural resources, and providing multiple benefits to society.

The successful candidate will be expected to teach courses from the first year level to the graduate level in: Land Use Planning, Introductory courses in Planning, Natural Resources Planning, Planning Theory, CAD, Mediation, Community Planning and Environmental Planning. The successful applicant should have a Ph.D. in Environmental, Community, Land Use or Regional Planning, or a related field. They must be committed to excellence in undergraduate and graduate teaching, demonstrate success in research and scholarship (or the strong potential for success), and understand environmental and planning issues in Canada and British Columbia. The successful applicant will also have a strong desire to contribute to the development of teaching and research partnerships with northern communities, northern resource users and professional practitioners. Membership (or eligibility for membership) in the Canadian Institute of Planners and Planning Institute of British Columbia is required.

UNBC is a dynamic, inter-disciplinary institution offering degrees at the Bachelor's, Master's and Ph.D. levels. The School of Environmental Planning is an accredited professional program.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting **Competition #FAES33-03(C)** to: **Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Annie Booth, Acting Chair of the School of Environmental Planning, at Telephone: (250) 960-6649, Fax: (250) 960-5538, or E-mail: annie@unbc.ca.** Applications received on or before **March 1, 2004** will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

DEPARTMENT OF MECHANICAL AND INDUSTRIAL ENGINEERING
TENURE-TRACK POSITION

The Department invites applications for a tenure-track faculty position in Mechatronics/Manufacturing at the Assistant, Associate or Full Professor level. Applicants must hold a PhD in Mechanical or Electrical Engineering or a related discipline, and will be expected to teach undergraduate courses in mechatronics/manufacturing, develop new graduate courses and supervise graduate students. Candidates with excellence in teaching and research in mechatronics design, sensors, instrumentation, controls, embedded microcontrollers, electromechanical systems and/or robotics would be of interest. Industrial experience in any of these areas would be considered an asset. Applicants should be registered or eligible for registration as a professional engineer in Ontario.

The Department of Mechanical and Industrial Engineering offers four-year accredited programs leading to Bachelor of Engineering degrees in Mechanical Engineering and Industrial Engineering. In addition, the Department offers a graduate program leading to either an M.A.Sc. or M.Eng. degree. Expansion of research, and further development of graduate studies in preparation for the offering of a PhD program in 2004, are priorities for the Department. The successful applicant will be expected to contribute to these initiatives.

Applications with a curriculum vitae and the names and addresses of three referees should be sent, no later than February 28, 2004, to: Dr. S.D. Bhole, Professor and Chair, Department of Mechanical and Industrial Engineering, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: 416-979-5265. E-mail: sdbhole@ryerson.ca. Applications received after this date will continue to be considered until a suitable candidate is found. This position is subject to budgetary approval. We thank all candidates for applying; however, only those selected for an interview will be contacted.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

University of Saskatchewan and Health Quality Council

HEALTH QUALITY COUNCIL

Clinical Epidemiology & Biostatistics

The Department of Community Health and Epidemiology, College of Medicine, and the Saskatchewan Health Quality Council invite applications for full-time faculty positions in Clinical Epidemiology and Biostatistics.

The Department of Community Health and Epidemiology, is a dynamic academic department comprising 12 core faculty and 34 associate and clinical faculty. It contributes to the undergraduate education of health science students and has an active graduate program with 36 students at the master and doctoral levels. Areas of research excellence include population health, health promotion, socio-behavioural aspects of cancer care, and aboriginal health. The Health Quality Council is a new, unique organization in Canada dedicated to promoting improvements in quality of care throughout the Saskatchewan health care system.

The successful candidate in Clinical Epidemiology, will have a PhD in epidemiology or an MD degree with an MSc in epidemiology. You will have demonstrated experience in obtaining peer-reviewed research funding and publishing research results. You will provide leadership in the development of a Clinical Research Support Unit in the College of Medicine and contribute to teaching in the graduate program in epidemiology. At the Health Quality Council, you will apply your expertise with complex prospective cohort studies to analyze the impact of quality improvement programs as they are implemented in different communities at different points in time.

The successful candidate in Biostatistics, will have a PhD in Biostatistics and demonstrated experience in obtaining peer-reviewed research funding and publishing research results. You will contribute to teaching in the graduate program in biostatistics and provide mentorship to a growing staff of enthusiastic analysts. Your core skills include hierarchical, spatial and longitudinal analysis, case-mix adjustment, and measurement of quality of care and disease prevalence using large administrative databases, major national surveys and primary data.

The academic level of this appointment and salary will be commensurate with qualifications. We offer competitive remuneration, a collegial, team-based environment and above all, the opportunity to make a difference.

The University of Saskatchewan and the Health Quality Council are committed to the principles of employment equity and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities and members of visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Interested candidates are asked to submit a cover letter, curriculum vitae and three letters of reference. Applications should be directed to either:

Dr. Bruce Reeder
Chair, Department of Community Health and Epidemiology
University of Saskatchewan
Saskatoon SK S7N 5E5
Tel: (306) 966-7934, Fax: (306) 966-7920
Email: bruce.reeder@usask.ca

Dr. Ben Chan
Chief Executive Officer
Health Quality Council
241-111 Research Drive
Saskatoon, SK S7N 3R2
Tel: (306) 668-8810, Fax: (306) 668-8820
Email: bnisbet@hqc.sk.ca

CAREERS CARRIÈRES

spective is a distinct advantage. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants are requested, by February 29, 2004, to forward a letter of application, their curriculum vitae, a summary of teaching experience. Candidates should arrange to have three referees forward supporting letters to: Professor Peter Swan, Chair, Department of Law, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, email: pswan@ccs.carleton.ca

■ **LAW — The University of Toronto.** The Faculty of Law and the Department of Political Science at the University of Toronto jointly invite applications for an appointment, held at the level of full Professor in Development, Democracy, and Constitutionalism. The successful applicant will be nominated for a Canada Research Chair at the Tier 1 (senior) level. The Government of Canada funds the Canada Research Chairs program to promote internationally recognized research in Canadian universities. (For details, see www.chairs.gc.ca; http://www.chairs.gc.ca/). The successful applicant will be a scholar of demonstrated distinction, whose teaching and research can be expected to break new ground in the nexus between constitutionalism, democracy and development. It is one element within a broader array of CRC appointments at the University of Toronto related to 'global development.' Law and politics, and their associated academic disciplines, are inseparably linked in this broad field. The appointee will hold appointment in both Law and Political Science, and will benefit from the powerful linkages in teaching and research that have already developed between the two. We expect the appointee will provide leadership in deepening and strengthening this relationship and in stimulating cross-disciplinary and collaborative scholarship. This position builds on ideas associated with the 'new constitutionalism.' These include questions about the relationship between constitutional and institutional design and the underlying economic, social, cultural and political environments to which institutions both respond and contribute; about the relevance of 'western' constitutional traditions to questions of development and about the ways in which societies can recognize and accommodate diversity. Constitutionalism is deeply related to all these questions: in Bills and Charters of Rights, in systems of representation, in the distribution of authority among governments, in patterns of participation and accountability, and in the role of the courts. The Canadian experience both draws on and contributes to the exploration of these ideas globally. We look not for expertise in all these areas, but for a scholar with innovative and imaginative ways of building intellectual bridges among them. Given the breadth of concerns associated with this appointment, we invite applications from scholars committed to a variety of perspectives. Applicants should include the names and contact information (including e-mail) of three referees. Applicants should also send a curriculum vitae, copies of representative publications and statements on research and teaching to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Room 3018, Toronto, Ontario, Canada, M5S 3G3. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs including Aboriginal, Canadian, environmental, ethno-cultural, sexuel diversity, gender and women's studies. We will begin review of applications on March 1, 2004. We will accept applications after that date but cannot promise that they will be given full consideration. The appointment will begin on January 5, 2005 (or thereafter). Salary will be commensurate with experience.

■ **LIBERAL ARTS — Concordia University.** The Faculty of Arts of Science has one limited-term appointment available in its Liberal Arts College. Please see our full-page display ad in this issue.

■ **LIBRARY — The University of Toronto at Scarborough** invites applications for the position of Head, Library Services. Reporting to the Associate Principal, Academic Resources, the Head will assume a leadership role in the administration of Library Services including budgeting, strategic planning, policy formulation, technology, the development of collections, programs and services and staff management. The Head will collaborate closely with Academic Resources colleagues in developing and delivering integrated academic support services on campus. In addition to an MLIS degree, candidates will have substantial, relevant experience including several years in an administrative role in an academic or research institution. A full description of the responsibilities and qualifications for the position is posted on the Faculty of Information's website at http://plc.fis.utoronto.ca/. This is a permanent status stream position at the rank of Librarian III or IV to commence July 1, 2004. Applications including a curriculum vitae and the names of three references should be submitted in writing to Personnel Services, Roberts Library, University of Toronto, 130 St. George Street, Toronto, Ontario, M5S 1A5 or by fax (416) 946-5543 by March 15, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

LINGUISTICS — Concordia University. The Faculty of Arts and Science has up to two limited-term appointments available in Linguistic Theory. Please see our full-page display ad in this issue.

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■ **MARKETING MANAGEMENT — The University of Guelph.** The Department of Marketing and Consumer Studies invites applications for one tenure track position in the area of Marketing Management at the rank of Assistant Professor. The Department is part of the College of Social and Applied Human Sciences and the Faculty of Management. We offer two Bachelor of Commerce majors, one in Marketing Management and one in Housing and Real Estate Management. At the graduate level, we offer a Master of Science degree with a focus on Consumer Research. Responsibilities of this position include teaching at both the undergraduate and graduate levels, the pursuit of scholarly research, and service contribution to the Department, College and University. The University of Guelph is the top-ranked comprehensive university in Canada with a total enrolment of 15,000+. It is located in Guelph, Ontario (population approx. 120,000) and is a one-hour drive west of Toronto, Ontario. Applicants should have (or be near completion of) a PhD in Marketing. Preference will be given to those who have expertise in Consumer Behaviour and one or more of the following areas: Services Marketing, New Product Development, or Marketing Strategy. Knowledge of Housing and Real Estate Marketing or Management would be an additional plus. The appointment will be effective as early as July 1, 2004. Applications should include a curriculum vitae, names of at least three referees, a list of the applicant's teaching interests, and a summary of his or her upcoming research plans. Applications should be submitted no later than February 28, 2004 to: Chair, Department of Marketing and Consumer Studies, University of Guelph, Ontario, N1G 2W1 (tel: 1-519-824-4120 ext. 53774, Fax: 1-519-823-1964, email: ppadany@uoguelph.ca). More information about the Department can be found at http://www.uoguelph.ca/Constud/. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MATHEMATICS — Brock University.** The Department of Mathematics invites applications for a tenure-track appointment starting July 1, 2004. Applicants must have a PhD in Mathematics by the time of the appointment with evidence of excellence in teaching and proven ability or potential for research in one or more areas that complement those represented in the department. The Department offers an innovative and unique Mathematics program called MICA (Mathematics Integrated with Computers and Applications) and plays a leading role in several concurrent and consecutive BSc/BEd programs. In addition to offering special courses for future

BISHOP'S UNIVERSITY

UNIVERSITÉ BISHOP'S UNIVERSITY

UNIVERSITY LIBRARIAN

Bishop's University invites applications for the position of University Librarian.

The library collection is housed in the John Bassett Library and includes over half a million books and bound periodicals as well as substantial electronic resources and seven special collections. In addition, there is a separate reference/reading room for special collections and archives in the Old Library. The Library staff is comprised of 6 professional librarians supported by technical staff, clerical positions, and part-time help. The library serves 120 full-time faculty members in the Divisions of Humanities, Social Sciences, Natural Sciences and Mathematics, the School of Education, and the Williams School of Business and Economics, as well as 2150 full-time and 500 part-time students, plus 1000 students at Champlain Regional College. Bishop's University is an English language institution.

The successful candidate will possess an accredited graduate degree in library or information sciences or an accepted equivalent, and will have successful experience in progressively more responsible management positions within a university library. The appointee must be competent in both English and French. Familiarity with computer technology will be an asset. The University Librarian reports to the Principal and is a member of the University Senate. We are looking for a skilled and innovative individual who can administer the library and interact with staff, students, and faculty in an effective and congenial manner.

Bishop's is situated on an attractive 500-acre campus in the quiet, bilingual borough of Lennoxville in the city of Sherbrooke. We are in the heart of Québec's beautiful Eastern Townships, with excellent cultural and recreational opportunities, yet only ninety minutes by autoroute from Montreal.

Applications should include a curriculum vitae and the names and contact information for at least three referees, who will not be contacted until authorized by applicants. Applications will be accepted until the position is filled. Nevertheless, preparations for interviewing short-listed candidates will begin on or before March 15, 2004. Applications should be addressed to:

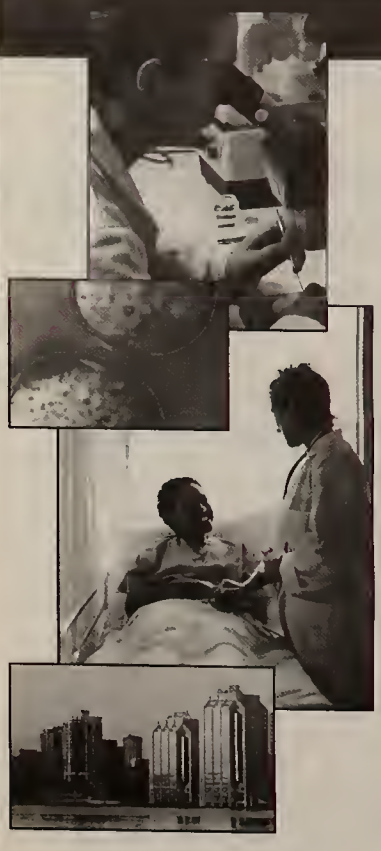
Dr. Brad Willms,
Chair, University Librarian Search Committee
Bishop's University
Sherbrooke, QC J1M 1Z7

Fax (819) 822-9661
Email: bwillms@ubishops.ca

Bishop's University is committed to gender equity in employment. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply. However, Canadian citizens and Permanent Residents will be given priority.

www.ubishops.ca

Bishop's University, Lennoxville (Quebec) J1M 1Z7 **(819) 822-9600**



Canada Research Chair — Tier I, Cancer Research

The Dalhousie University Faculty of Medicine is recruiting a **Senior Cancer Researcher** (Ph.D. scientist or M.D., Ph.D. clinician scientist) for nomination to a Canada Research Chair with the Dalhousie Cancer Research Program (DCRP), a joint initiative of the Faculty of Medicine, the Dalhousie Medical Research Foundation, *Cancer Care Nova Scotia* and partners in the academic Health Sciences Centre, created to address Nova Scotia's cancer burden by strengthening the cancer system through research and development. The Tier I Canada Research Chair in Cancer will augment and accelerate development of cancer research addressing any one of the CIHR pillars in cancer research (fundamental, applied, health services, and populations).

Dalhousie University has recently been ranked by *The Scientist* magazine as #1 in the world, outside the USA, as the best place to conduct a research career! A good research environment depends on many factors starting with great scholars and scientists. The DCRP is building a dynamic team of researchers in various disciplines that build on existing strengths in cancer related cell biology, signal transduction, immunology, health services and bioethics. The successful candidate will have a proven record of research excellence in a cancer-related field. He/she will continue to develop a personal program of research and play a leadership role in the continuing development of DCRP.

To apply send CV, a brief outline of five year research goals, and names and addresses of three references to: Dr. Andrew Padmos, Chair, Selection Committee, Dalhousie Cancer Research Program, Room 561, Bethune Building, 1278 Tower Road, Halifax, NS, Canada B3H 2Y9.

Closing Date: April 15, 2004. Due to the collaborative nature of this initiative, your CV may be shared with other clinical or administrative leaders within the Dalhousie community.

DALHOUSIE *University*
www.dal.ca

The DALHOUSIE MEDICAL RESEARCH *Foundation*
www.dmrf.ca

Cancer Care Nova Scotia
www.cancercare.ns.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

CAREERS CARRIÈRES

teachers. The ideal candidate will have a committed interest in the use of technology for the exploration, understanding and application of mathematical ideas, and in the development and support of Mathematics Education as well as an active research program likely to attract external funding. Although an appointment at the Assistant Professor Level is anticipated, consideration may be given to more senior applicants. The appointment is subject to final budgetary approval. The closing date for applications is February 29, 2004. Please submit a curriculum vitae, a statement of teaching philosophy, a research proposal, and arrange for at least three letters of reference, including one that addresses Mathematics Education, to be sent directly to: Professor Bill Ralph, Chair of Mathematics Search Committee A, Department of Mathematics, Brock University, St. Catharines, Ontario, L2S 3A1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University encourages applications from all qualified individuals including women, members of minorities, native people, and persons with disabilities. More information on Brock University can be found on the University's website www.BrockU.ca.

■ **MATHEMATICS — Simon Fraser University.** The Department of Mathematics invites applications for a tenure-track position in pure mathematics at the Assistant Professor level starting September 1, 2004. We seek an applicant with an outstanding, independent research program and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. Where appropriate, candidates may be considered for nomination as a Canada Research Chair or for a University Faculty Award. We are particularly looking for candidates in the areas of Algebra, Computational Algebra, Analysis or Discrete Mathematics who will be able to complement current strengths. However, all qualified candidates in pure mathematics are encouraged to apply. The Departments web page can be found at http://www.math.sfu.ca/. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadians and permanent residents will be given priority. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities, should be sent by February 28, 2004, to: Pure Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada, Email: mcs@math.sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those short-listed will be contacted. The position is subject to final budgetary approval.

■ **MATHEMATICS — Simon Fraser University.** The Department of Mathematics at Simon Fraser University invites applications for a tenure-track position in mathematics starting September 1, 2004. We seek an applicant who is eligible for a University Faculty Award, with an outstanding, independent research program and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. Where appropriate, candidates may be considered for nomination as a Canada Research Chair or for a University Faculty Award. The Department is computationally oriented and has strong research groups in Computational Algebra, Discrete Mathematics, Number Theory and Applied Mathematics. The Department is home to the Centre for Experimental and Constructive Mathematics, the Centre for Scientific Computing, the CoLab, the Interdisciplinary Research in Mathematics and Computational Sciences Centre and has strong ties to MITACS and PIMS. The web page can be found at http://www.math.sfu.ca/. Simon Fraser University is committed to employment equity and encourages applications from all qualified women, including visible minorities, aboriginal people and persons with disabilities. Canadians and permanent residents will be given priority. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities, should be sent by February 28, 2004, to: UFA Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada, Email: mcs@math.sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those short-listed will be contacted. The position is subject to final budgetary approval.

■ **MATHEMATICS — The University of Waterloo.** The Faculty of Mathematics at the University of Waterloo is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **MATHEMATICS & STATISTICS — Concordia University.** The Faculty of Arts and Science has up to four limited-term appointments available in its Department of Mathematics and Statistics. Please see our full-page display ad in this issue.

■ **MATHEMATICS & STATISTICS — The University of Windsor** invites applications for a 12-month limited-term faculty position in the Department of Mathematics and Statistics at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. S. E. Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3015; Fax: 519.971.3649 Email: mhstaz@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL & AUTOMOTIVE ENGINEERING — The University of Windsor.** The Faculty of Engineering invites applications for a senior level position for the area of Automotive Engineering. For a detailed description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Robert Gaspat, Head of Mechanical, Automotive and Materials Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4, Phone: 519-253-3000 ext 2616, Fax: 519-973-7007, Email: mech@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **MECHANICAL ENGINEERING — McMaster University.** The Faculty of Engineering recently selected Bioengineering as an important growth area with respect to interdisciplinary research and educational programs. The Faculty of Engineering plans to strengthen its faculty in this area and to spearhead the formation of McMaster School of Bioengineering. The school will provide excellent opportunities to develop multidisciplinary undergraduate, graduate and research programs involving strong collaboration between the Faculties of Engineering and Health Sciences. In support of this initiative, the Department of Mechanical Engineering is inviting applications for a tenure track position in the area of biomechanics. Appointment will be at the level of assistant or associate professor. Applicants will hold a doctorate in Biomechanics, Biomedical Engineering, Mechanical Engineering or a related discipline, and be registered, or eligible for registration, as a Professional Engineer in Ontario. Postdoctoral training and/or industrial experience are preferred. Although all areas of biomechanics will be considered, primary consideration will be given to applicants with experimental and/or computational experience in orthopaedics and prosthetic design and function. Applicants should demonstrate a successful record of research, reflected in extramural grant acquisition and publication in high quality peer-reviewed journals. The recruited faculty member will teach both undergraduate and graduate level courses, develop graduate level biomechanics courses, and support departmental growth in this area. He/she will also be expected to establish a strong externally funded research program, supervise graduate student research and foster the already existing collaborations with other departments including the Department of Orthopedic Surgery. Send application letter, resume, statement of research interests and the names and addressed of at least three references to: Professor S. Ziada, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MECHANICAL ENGINEERING — The University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of the materials science and engineering related to deformation and failure mechanisms. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Research experience in the relationships between microstructure and plastic deformation, fatigue and fracture of engineering materials is required. Related experience in mathematical modelling of mechanical properties/microstructure relationships would be an asset. Applicants must hold a PhD in the area of Materials Science and Engineering and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. The successful candidate will join a dynamic Materials Engineering and Processing group within the Department of Mechanical Engineering and will have access to outstanding facilities in mechanical testing and microstructural characterization as well as the support of excellent materials processing and joining equipment and expertise. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply. Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MECHANICAL ENGINEERING — The University of Waterloo.** An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professional levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING — The University of Victoria.** The Department of Mechanical Engineering, University of Victoria, invites applications and nominations for a Tier 1 Canada Research Chair (CRC) in Energy Systems and/or Computational Engineering, preferably with application to Energy Systems. The candidates must be internationally recognized as leaders in their areas of specialization, with a demonstrated ability to develop research projects and obtain external funding. They should be able to provide leadership and work cooperatively in a multi-disciplinary environment. They must have a PhD, and be registered as a Professional Engineer, or be eligible for and committed to registration. Although this is primarily a research appointment, the Chair holder will be expected to teach at the graduate and undergraduate levels, and should have a proven record of excellent teaching. Appointment will be at the rank of Professor with tenure in the Department of Mechanical Engineering, and will be conditional on the successful applicant being approved as a Tier 1 Canada Research Chair. The areas of interest for this position are described in detail in the University of Victoria's CRC and CFI 2003–04 Strategic Plan (http://www.research.uvic.ca/Research/). The CRC program (http://www.chairs.gc.ca) was established by the Government of Canada to promote internationally recognized research excellence. The Department of Mechanical Engineering at the University of Victoria offers B.Eng., M.Eng., M.A.Sc. and PhD programs. There are 19 faculty members including two Canada Research Chairs, and close to 60 graduate students in the Department. The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vitae, a statement of research objectives and a long-term research plan, a statement of teaching interests, the names, complete addresses, telephone and fax numbers, and email addresses of at least six referees. Applications should be sent to: V. Ismet Ugursal, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055, Stn CSC, Victoria, BC, Canada V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — The University of Victoria.** The Department of Mechanical Engineering invites applications and nominations for a Tier 1 Canada Research Chair (CRC) in Energy Systems and/or Computational Engineering, preferably with application to Energy Systems. The candidates must be internationally recognized as leaders in their areas of specialization, with a demonstrated ability to develop research projects and obtain external funding. They should be able to provide leadership and work co-operatively in a multi-disciplinary environment. They must

Chair of the Department of Accountancy

The John Molson School of Business at Concordia University invites applications for the position of Chair of the Department of Accountancy to begin June 2004. Salary is competitive and commensurate with achievements and experience. The successful candidate should have an earned doctorate in accounting and an established research record to warrant appointment at the rank of Associate or Full Professor. Candidates should have strong research skills, the ability to work and communicate effectively in a participative, collegial, culturally diverse environment, and a willingness to maintain and build relationships with area professionals. The JMSB is accredited by the AACSB and its Accounting programs have separate AACSB accreditation.

The Department of Accountancy has 28 full-time faculty members, and over 1100 undergraduate students majoring in Accountancy, 282 students in the Graduate Diploma in Accountancy preparing for the CA designation, 28 students in the Graduate Certificate in Management Accounting and 5 students in the Ph.D. Program in Accountancy.

Review of applications begins immediately, and the position will remain open until filled. Interested candidates should send a letter of application, curriculum vitae, and names and addresses of three professional references to Dr. Jerry Tomberlin, Dean, John Molson School of Business, Concordia University, GM403-19, 1455 De Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 or e-mail jtomb@jmsb.concordia.ca

Concordia University is committed to employment equity.

John Molson School of Business
Concordia University

Concordia
UNIVERSITY

Real education for the real world

www.concordia.ca

University of Ottawa

Our vision — to be a leader in management education and innovative research for a technology-intensive global economy.

ASSISTANT/ASSOCIATE/FULL PROFESSOR SCHOOL OF MANAGEMENT

The School of Management of the University of Ottawa invites applications from candidates interested in research and teaching at undergraduate and graduate levels in the following areas:

- Accounting
- Health Care Management
- Entrepreneurship
- MIS/EBusiness
- Project Management
- Technology Managment
- Management Science and Operations Research

A PhD and a strong and promising research program are required for all positions. Capacity to teach in both official languages is an asset. To obtain tenure, passive knowledge of the other official language is required.

The School of Management is one of the larger management schools in Canada, with over 80 full-time faculty and some 3,100 students enrolled in our undergraduate and graduate programs. We are also a fully bilingual management School, unique in a North American context. Ottawa, Canada's capital, is one of the world's 10 best cities in which to live. Ottawa has a vibrant cultural life with an abundance of theatres, national museums and festivals. Despite its more than one million residents, the area is famous for its green spaces, bicycle paths and rivers, making it especially appealing to people with an active lifestyle. Ottawa, also known as Silicon Valley North, is a leading centre for the high technology, life sciences, education, medical sciences and bio-technology sectors.

Applications should contain a curriculum vitae and three letters of recommendation. Send or email (leck@management.uottawa.ca) the material by **March 1st, 2004** to:

Dr. J.D. Leck, Associate Dean (Research)
School of Management, University of Ottawa
136 Jean-Jacques Lussier St.
Ottawa, Ontario K1N 6N5
Fax: 613-562-5166

The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of promotion, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ability to teach in both official languages to be granted tenure. Equity is a University policy. The University strongly encourages applications from women. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Please note that this offer is subject to availability of funds.

Université d'Ottawa

Énoncé de vision : être un chef de file dans l'éducation en gestion et la recherche novatrice dans une économie mondiale axée sur la technologie.

PROFESSEUR(E) ADJOINT(E)/AGRÉGÉ(E)/TITULAIRE L'ÉCOLE DE GESTION

L'École de gestion de l'Université d'Ottawa recherche des candidates et des candidats intéressé(e)s à la recherche et à l'enseignement aux niveaux des 1er et 2ième cycles dans toutes les disciplines avec priorité dans les domaines suivants :

- Finance
- Gestion de la santé
- Entrepreneurship
- SIG/Affaires électroniques
- Gestion de projets
- Gestion en technologie
- Science de la gestion et recherches opérationnelles

Un doctorat et un programme de recherche solide et prometteur sont requis pour tous les postes. La capacité d'enseigner dans les deux langues officielles est un atout. Pour obtenir la permanence, une connaissance passive de l'autre langue officielle est nécessaire.

Avec plus de 80 professeur(e)s à temps plein et 3,100 étudiant(e)s inscrits dans nos programmes de 1er et 2ième cycles, l'École de gestion compte parmi une des plus grandes École de gestion au Canada. De plus, notre bilinguisme officiel nous distingue dans un contexte nord américain. Ottawa, la capitale du Canada, se classe parmi les 10 premières villes au monde en ce qui a trait à la qualité de vie. Vous y trouverez une vie culturelle vibrante, animée par de nombreux théâtres, musées nationaux et festivals. Malgré une population de plus d'un million, Ottawa est renommée pour ses espaces verts, ses pistes cyclables et ses rivières. Ceux et celles qui adoptent un style de vie actif sont séduits par l'endroit. Aussi connu sous le nom de Silicon Valley North, Ottawa est chef de file dans les domaines de la haute technologie, des sciences humaines, de l'éducation, des sciences médicales et de la bio-technologie.

Les demandes d'emploi doivent inclure un curriculum vitae et trois lettres de recommandation. Faites parvenir votre demande par la poste ou par courriel (leck@gestion.uottawa.ca) au plus tard le **1er mars 2004** à l'adresse suivante : **Joanne Leck, Doyenne associée (recherche), École de gestion, Université d'Ottawa, 136 Jean-Jacques Lussier, Ottawa, Ontario K1N 6N5**; Télec: 613-562-5166.

L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut de langues secondes, l'Université offre à son personnel et à leurs époux et épouses les moyens de devenir bilingue. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Toutes les personnes qualifiées sont invitées à postuler toutefois, la priorité est accordée aux citoyens canadiens et aux résidents permanents.

CAREERS CARRIÈRES

have a PhD, and be registered as a Professional Engineer, or be eligible for and committed to registration. Although this is primarily a research appointment, the Chair holder will be expected to teach at the graduate and undergraduate levels, and should have a proven record of excellent teaching. Appointment will be at the rank of Professor with tenure in the Department of Mechanical Engineering, and will be conditional on the successful applicant being approved as a Tier I Canada Research Chair. The areas of interest for this position are described in detail in the University of Victoria's CRC and CFI 2003-04 Strategic Plan (http://www.research.uvic.ca/Research/). The CRC program (http://www.chairs.gc.ca) was established by the Government of Canada to promote internationally recognized research excellence. The Department of Mechanical Engineering at the University of Victoria offers B.Eng., M.Eng., M.A.Sc. and PhD programs. There are 19 faculty members including two Canada Research Chairs, and close to 60 graduate students in the Department. The Department is very active in research, and houses a large number of research personnel and visiting researchers. Information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vitae, a statement of research objectives and a long-term research plan, a statement of teaching interests, the names, complete addresses, telephone and fax numbers, and email addresses of at least six referees. Applications should be sent to: V. Ismet Ugursal, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority.

■ **MECHANICAL & MATERIALS ENGINEERING — The University of Western Ontario.** The Department of Mechanical and Materials Engineering (MME) invites applications for a Canada Research Chair (CRC) Tier II position. The position has been allocated to the Department and is conditional upon successful acceptance of nomination by the CRC board and approval by the Canada Research Chair program of the government of Canada (http://www.chairs.gc.ca/). The Tier II Chair is a (probationary) tenure-track faculty position in MME at the rank of Assistent/Associate Professor depending on academic and industrial experience. The successful candidate will be an outstanding emerging researcher (within 10 years of receiving his/her PhD) who has demonstrated research creativity, can show evidence of the potential to achieve international recognition as a leader in their discipline within the next five to ten years, and has the potential to attract excellent trainees, students and future researchers. Preference will be given to applicants who propose innovative, state-of-the-art research programs related to at least one of the areas of concentration in the department: fluid mechanics, manufacturing, materials, and biomechanics. Of particular interest are proposals dealing with aspects of mechatronics, MEMS and nano or microfabrication which can be applied in the departmental areas of interest. (see http://www.engga.uwo.ca/mechanical/default.htm and http://www.engga.uwo.ca/compendium/research_groups.html. The successful candidate must develop vigorous research activities, collaborate with the existing Faculty, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Teaching in their area of expertise is expected, as well as in more general Mechanical and Materials Engineering courses. Commitment to, and eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. Applications, including curriculum vitae, and the names of three referees should be addressed to: Professor R.J. Martinuzzi, Acting Chair, Department of Mechanical and Materials Engineering, Faculty of Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Consideration of applications will be begin on January 12, 2004 and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **MECHATRONICS ENGINEERING — The University of Waterloo.** Applications are invited for a tenure track faculty position in the Department of Systems Design Engineering at the University of Waterloo. We are seeking candidates whose research activities will compliment the new program in Mechatronics Engineering at the University of Waterloo. Desirable areas of research include systems theory and modelling, mechatronics, robotics, vehicle dynamics and control, and MEMS. The successful candidate will be interested in teaching undergraduate courses in machinery dynamics as well as other undergraduate and graduate engineering courses. Candidates should possess a PhD in engineering and demonstrate strong interest and ability in both teaching and research. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop a significant research program. Rank will be commensurate with experience. Additional information on the University and the Department and its activities can be found at http://www.uwaterloo.ca/. Applications should be forwarded to Mrs. V. Grieve, Administrative Assistant, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at http://sydewww.uwaterloo.ca/. The closing date for applications is March 31, 2004. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or before September 1, 2004.

■ **MICROBIOLOGY — The University of New Brunswick.** The Department of Biology of the University of New Brunswick Fredericton invites applications for a tenure track position in Microbiology or Microbial Ecology at the Assistant Professor level effective 1 September 2004. Candidates would be expected to develop a strong research program examining prokaryotic biology at the molecular level; this could range from physiology to ecology, but applicants emphasizing the inner workings of the cell and its response to the environment are preferred. Candidates must have a PhD and productive research record. Postdoctoral experience is an asset. The candidate would be expected to teach a broad-based core course in bacteriology and two other courses with a reduced teaching load in the first two years. The closing date for applications is 15 April 2004. The Department has a Stable Isotope Laboratory, and a Microscopy and Microanalysis Facility (TEM, SEM, X ray, confocal microscope). Further information about the Biology Department and the available facilities can be obtained at www.unb.ca/fredericton/science/biology/. The University is committed to the principle of employment equity. In accordance with Canadian citizens and permanent residents, but all qualified applicants are encouraged to apply. To apply, send a letter describing your research and teaching interests, a curriculum vitae with the names and addresses of three referees, three representative publications and a statement of teaching philosophy or teaching dossier to T. Dilworth, Chair, Department of Biology, University of New Brunswick, Bag Service #45111, Fredericton, NB, Canada, E3B 6E1; phone: 506-453-4582; e-mail: dilw@unb.ca.

■ **MICROBIOLOGY & IMMUNOLOGY — Dalhousie University** is seeking an individual with a strong record of accomplishments in research, education and administration to provide leadership for the Department of Microbiology and Immunology. This highly interactive department serves as the Atlantic regional resource for the disciplines of Microbiology and Immunology and has a record of excellence in basic and clinical research, education, and training. Nationally and internationally recognized research programs are focused in the broad areas of infectious disease pathogenesis, host resistance and inflammation, microbial molecular genetics, and virus-cell interactions. Close ties with clinical Departments at Dalhousie provide further opportunities for multidisciplinary research development. The Department has an active graduate training program leading to MSc and PhD degrees, and contributes to undergraduate training in Microbiology and Immunology in the Faculties of Medicine and Health Professions. In addition, the Department offers a strong undergraduate Honours/Co-op program in the Faculty of Science. The successful applicant will have a PhD and/or MD Degree, an active externally-funded research program, and proven leadership skills. The new Head is expected to promote and enhance research in the Department, as well as direct the academic responsibilities of the Department for graduate studies and undergraduate training in Microbiology and Immunology. The appointment as Head is for a five-year term with the possibility of renewal. The Head will be a tenured member of the Department. Details of the Department's activities can be found at www.microbiology.medicine.dal.ca. The Dalhousie Faculty of Medicine serves as the medical school for the three Maritime provinces; Nova Scotia, New Brunswick, and Prince Edward Island (see www.medicine.dal.ca). All qualified candidates are encouraged to apply although Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Send applications, together with current curriculum vitae and the names and addresses of three referees, before the closing date of March 1, 2004 to: Dr. Theresa Peterson, Chair, Department of Microbiology and Immunology Survey/Search Committee, Faculty of Medicine, c/o Dean's Office, 5849 University Avenue, Halifax, Nova Scotia B3H 4H7.

■ **MODERN LANGUAGES — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available in Computer Assisted Language Teaching. Please see our full-page display ad in this issue.

■ **MODERN LANGUAGES (French) — Algoma University College.** The Department of Modern Languages (French) invites applications for a three-year limited-term appointment at the rank of Assistant Professor, starting July 1, 2004. The successful candidate must have completed a PhD or be near completion, and must demonstrate a commitment to teaching and research. We are looking for applicants who are versatile, with a strong background in Business French and the ability to teach a range of literature and language courses at the undergraduate level. The successful candidate will be expected to lead innovative program development in the area of Business French. Competence in Spanish or Italian is also an asset. Applicants should send a letter of application, curriculum vitae, teaching dossier and arrange for three letters of reference to be sent to: Dr. Arthur Perlin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4; or email to dean@auc.ca. The university web site (www.auc.ca) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes on the Canada-US Border. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities. While budgetary approval may be granted for this position, Algoma University College reserves the right not to fill positions or to fill positions at a level or term different from that advertised. Applications will be considered until the position is filled.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University.** The Department of Modern Languages and Linguistics invites applications for two 24-month contractually-limited appointments in German at the rank of Assistant Professor. The successful candidate will have a PhD in German or a relevant discipline, native or near-native fluency in German, and will have demonstrated excellence in teaching and research. Interest and experience in any of the following would be an asset: Second Language Acquisition, Computer-Aided Language Learning, Applied Linguistics, Communication Studies, Cultural Studies, Film, and Multimedia. The successful candidate's duties will include teaching German language, culture, or literature courses at all levels, supervision, and committee responsibilities in the Department. The Department of Modern Languages and Linguistics offers undergraduate degrees in German, Spanish, Italian, Japanese Studies, and Linguistics. The starting date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be CDN $49,861.00. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Nasrin Rahimieh, Acting Chair, Department of Modern Languages and Linguistics, McMaster University,1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is February 28 2004. For further information on the Department of Modern Languages and Linguistics, see: http://www.humanities.mcmaster.ca/~modlang. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified

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McGill

Director of the School of Social Work

McGill University seeks outstanding candidates with demonstrated scholarly and leadership abilities for the position of Director of the School of Social Work, for a five-year term, renewable, effective July 1, 2004 or as soon as possible thereafter. Candidates must have a doctorate in Social Work or an M.S.W. and a doctorate in a related field.

Located within a research-intensive, internationally orientated University, the School has undergraduate (BSW) and graduate (MSW, Joint LLB/MSW) programs, as well as a bilingual PhD program in conjunction with Université de Montréal, and an inter-disciplinary PhD program. The School of Social Work also has an endowed Centre for Applied Family Studies.

The School is composed of 10 full time and 5 part time professors and approximately 300 students, and reports directly to the Dean of Arts.

Nominations and applications, accompanied by a curriculum vitae and the names of three referees, should be submitted by **March 26, 2004**. Review of applications will begin at this time but applications will be considered until the position is filled.

The Dean of Arts
McGill University
853 Sherbrooke Street West
Montreal, QC H3A 2T6

www.mcgill.ca

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Directeur de L'École de service social

L'Université McGill cherche à pourvoir le poste de directeur de l'École de service social pour un mandat de cinq ans renouvelable, à compter du 1er juillet, 2004. Les candidats doivent être titulaires d'un doctorat en service social ou d'une maîtrise en service social et d'un doctorat dans une discipline annexe et posséder des qualités avérées de dirigeant et de chercheur.

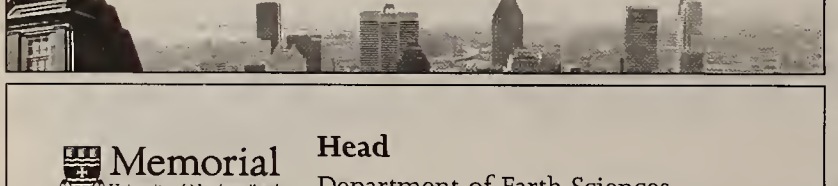
Située dans une université à forte intensité de recherche et à vocation internationale, l'École dispense des programmes de premier cycle (BSW) et de deuxième cycle (MSW, programme conjoint de LLB/MSW), de même qu'un programme bilingue de doctorat, offert conjointement avec l'Université de Montréal, et un programme de doctorat interdisciplinaire. L'École de service social a un Centre doté d'études appliquées sur la famille.

L'École compte 10 professeurs à temps plein et 5 à temps partiel et environ 300 étudiants, et elle relève directement du doyen de la faculté des arts.

Les candidatures et les mises en candidature, accompagnées d'un curriculum vitae et du nom de trois répondants, doivent parvenir à l'École avant le **26 mars 2004**. L'examen des dossiers débutera à cette date, mais les candidatures seront prises en considération jusqu'au pourvoi du poste.

Doyen, Faculté des arts
Université McGill
853, rue Sherbrooke ouest
Montréal (Québec) H3A 2T6

Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse avant tout aux citoyens et aux résidents permanents du Canada. L'Université McGill souscrit à l'équité en matière d'emploi.



Memorial University of Newfoundland

Head
Department of Earth Sciences

Memorial University, Atlantic Canada's largest university, has one of the most diverse Earth Sciences departments in the country. With 25 faculty, 15 staff, and a modern, well-equipped facility, the Department offers BSc, MSc and PhD programmes in most areas of geoscience. Areas of particular research focus within the Department include: sedimentology/petroleum geology; geochemistry, petrology and economic geology; geophysics, especially crustal seismology; and environmental geology. Recent University initiatives target growth in research on petroleum and mineral resources, particularly in Canada's east coast offshore and the Voisey's Bay nickel deposit. The Department is an active participant in Memorial University's Interdisciplinary Graduate Programmes in Environmental Science and Computational Science. For further information about Memorial, and Earth Sciences, please visit the website at **www.mun.ca**.

The Head is the academic and administrative leader of the Department, providing oversight to undergraduate and graduate programs, research activities, and the management of fiscal and human resources. The Head represents the Department within the University, to the public, and to government, business and industry constituents.

Candidates for the Headship should possess strong leadership qualities and an interest in developing initiatives in a broad range of geoscience disciplines. Applicants should have a PhD in geoscience or a related discipline, an excellent record of teaching and research productivity, and the ability to promote and advance excellence in scholarship and professional activities. A commitment to the team approach, as well as the celebration of individual success, is essential.

Review of applications, nominations, and expressions of interest will begin February 16, 2004, and will continue until the position is filled. The appointment is expected to take effect July 1, 2004 and is for a three-year, renewable term. Please direct all enquiries in confidence to the address shown below.

Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority.

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21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
resumes@jwasearch.com

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www.jwasearch.com

JWA

CAREERS CARRIÈRES

candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University**. The Department of Modern Languages and Linguistics invites applications for a 24-month contractually-limited appointment in Italian at the rank of Assistant Professor. The successful candidate will have a PhD in Italian Studies, native or near-native fluency in Italian, and will have demonstrated excellence both in teaching and research. The successful candidate will have expertise in one or more of the following areas: second language acquisition and pedagogy, translation, Italian culture and civilization. The successful candidate's duties will include teaching Italian language, translation and/or culture courses at all levels, supervision, and committee responsibilities in the Department. The Department of Modern Languages and Linguistics offers undergraduate degrees in German, Spanish, Italian, Japanese Studies and Linguistics. The starting date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be CDN $49,861. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Nasrin Rahimieh, Acting Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is February 28, 2004. For further information on the Department of Modern Languages and Linguistics, see: http://www.humanities.mcmaster.ca/~modlang. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University**. The Department of Modern Languages and Linguistics invites applications for a 24-month contractually-limited appointment in Italian at the rank of Assistant Professor. The successful candidate will have a PhD in Italian Studies, native or near-native fluency in Italian, and will have demonstrated excellence both in teaching and research. The successful candidate will have expertise in one or more of the following areas: contemporary Italian culture and literature, medieval and/or Renaissance culture and literature, second language acquisition. The successful candidate's duties will include teaching Italian language, culture and literature courses at all levels, supervision, and committee responsibilities in the Department. The Department of Modern Languages and Linguistics offers undergraduate degrees in German, Spanish, Italian, Japanese Studies and Linguistics. The starting date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be CDN $49,861. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Nasrin Rahimieh, Acting Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is February 28, 2004. For further information on the Department of Modern Languages and Linguistics, see: http://www.humanities.mcmaster.ca/~modlang. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University**. The Department of Modern Languages and Linguistics invites applications for a 24-month contractually-limited appointment in Japanese Studies at the rank of Assistant Professor. The successful candidate will have a PhD in Japanese Studies, native or near-native fluency in Japanese, and will have demonstrated excellence both in teaching and research. The successful candidate will have expertise in one or more of the following areas: Second Language Acquisition, Computer-Aided Language Learning, Applied Linguistics, Communication Studies, Cultural Studies, Film, and Multimedia. The successful candidate's duties will include teaching Japanese language, translation, culture and literature courses at all levels, supervision, and committee responsibilities in the Department. The Department of Modern Languages and Linguistics offers undergraduate degrees in German, Spanish, Italian, Japanese Studies and Linguistics. The starting date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be CDN $49,861. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Nasrin Rahimieh, Acting Chair, Department of Modern Languages and Linguistics, McMaster University, 280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is February 28, 2004. For further information on the Department of Modern Languages and Linguistics, see: http://www.humanities.mcmaster.ca/~modlang. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University**. The Department of Modern Languages and Linguistics invites applications for a 24-month contractually-limited appointment in Spanish and Linguistics at the rank of Assistant Professor. The successful candidate will have a PhD in Spanish Linguistics or in a relevant discipline, native or near-native fluency in Spanish, and will have demonstrated excellence in teaching and research in both areas. Interest and experience in any of the following would be an asset: Second Language Acquisition, Computer-Aided Language Learning, core areas of linguistics, applied linguistics, Latin-American Studies. The successful candidate's duties will include teaching Spanish language culture or literature courses and linguistics courses at all levels, supervision, and committee responsibilities in the Department. The Department of Modern Languages and Linguistics offers undergraduate degrees in German, Spanish, Italian, Japanese Studies and Linguistics. The starting date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be CDN $49,861.00. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Nasrin Rahimieh, Acting Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is February 28, 2004. For further information on the Department of Modern Languages and Linguistics, see: http://www.humanities.mcmaster.ca/~modlang. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University**. The Department of Modern Languages and Linguistics invites applications for a 24-months contractually-limited appointment in Spanish at the rank of Assistant Professor. The successful candidate will have a PhD in Spanish, native or near-native fluency in the language, and will have demonstrated excellence both in teaching and research. The successful candidate will have expertise in one or more of the following areas: Second Language Acquisition, Computer-Aided Language Learning, Latin-American Studies, Women's Studies and Gender Studies, and Cinema. The successful candidate's duties will include teaching Spanish language, translation, culture and literature courses at all levels, supervision, and committee responsibilities in the Department. The Department of Modern Languages and Linguistics offers undergraduate degrees in German, Spanish, Italian, Japanese Studies and Linguistics. The starting date for the appointment is July 1, 2004. The minimum salary for an Assistant Professor at that time will be CDN $49,861.00. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Dr. Nasrin Rahimieh, Acting Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada. The due date for applications is February 28 2004. For further information on the Department of Modern Languages and Linguistics, see: http://www.humanities.mcmaster.ca/~modlang. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN LANGUAGES & LINGUISTICS — McMaster University**. The Department of Modern Languages and Linguistics invites applications for the position of Chair, Department of Modern Languages and Linguistics, effective July 1, 2004. The Department of Modern Languages and Linguistics is one of seven academic departments within the Faculty of Humanities and has full faculty and staff support complement. The Department offers Honours BA in Linguistics and Combined Honours in German, Italian, Hispanic Studies and Japanese Studies. Reporting to the Dean of Humanities, the Chair will provide academic leadership in the Department, administer its budget, and oversee local adherence to the University's various

UNIVERSITY OF CALGARY

Tier II Canada Research Chair in Medical Bioethics & Ethical Theory

The **Faculty of Humanities** and the **Faculty of Medicine** invite applications for a Tier II Canada Research Chair in Medical Bioethics and Ethical Theory.

The holder of this Chair will be a promising scholar who will engage in collaborative research, teaching, and graduate supervision in ethical theory and medical bioethics. Specialization in ethics or medical bioethics and an active research program are required. The chair holder will contribute to the Bachelor of Health Sciences program, a collaborative program between the faculties of Medicine, Science, Social Sciences, and Humanities, and will be a focus of research in medical bioethics informed by an understanding of ethical theory as well as medicine.

The Canada Research Chairs (CRC) program has been established by the Government of Canada to enable Canadian universities to attain the highest level of research excellence. Tier II chairs are for researchers whose peers acknowledge them as having the potential to be world leaders in their field. Detailed information on the CRC program is available at: http://www.chairs.gc.ca

Complete dossiers, including a curriculum vitae, at least three letters of reference (sent independently by the referees), post-graduate transcripts, a recent sample of writing, a research proposal, and evidence of teaching effectiveness may be sent to: **Dr. Rainer Knopff**, Associate Vice-President (Research & International), at the address below. Phone: (403) 220-5761

Deadline for receipt of applications is **March 22, 2004**.

Information about the Department of Philosophy, Faculty of Humanities and the Office of Medical Bioethics in the Faculty of Medicine is available on the Internet at www.phil.ucalgary.ca and www.bioethics.ucalgary.ca, respectively. Specific inquiries about this position may be directed to: Dr. Ali Kazmi, Head, Department of Philosophy, akazmi@ucalgary.ca, (403) 220-5535 or Dr. Ian Mitchell, Director, Office of Medical Bioethics, OMB@ucalgary.ca. Phone: (403) 220-7990

Behavioural Neuroscience

The **Department of Psychology** (www.psych.ucalgary.ca) invites applications for a tenure-track appointment in Behavioural Neuroscience to begin July 1st, 2004 at the level of Assistant Professor.

Candidates should have a strong background in Behavioural Neuroscience, with research related to Health Science. The candidate's research interests will add to the existing strengths of the department that include the study of mechanisms of learning and memory, cerebral cortical development and plasticity, and recovery from brain injury.

Duties include the maintenance of a successful program of research (as evidenced by publications and external grant support), teaching Psychology courses at the undergraduate and graduate levels and contribution to the collegiality, reputation and day-to-day operation of the Department and the University (e.g., collaborative research, curriculum development and committee service). Applicants must have a PhD and, preferably, post-doctoral experience.

To apply, send a letter of application (including a statement of research interests, accomplishments, teaching experience), a curriculum vitae, copies of publications, evidence of teaching experience and contact information for three letters of recommendation to **Dr. Richard Dyck**, Chair of the Behavioural Neuroscience Search Committee, Department of Psychology, at the address below.

The deadline is **February 15, 2004**, but applications will be reviewed until the position is filled.

The University of Calgary is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, persons of all sexual orientations and genders, and others who may contribute to the further diversification of the university.

Philosophy

The **Department of Philosophy** invites applications for a tenure-track position at the rank of Assistant Professor effective July 1, 2004. A PhD or equivalent and a strong research and teaching record are required.

The area of specialization for this position is Philosophy of Science.

The Department has full MA and PhD programs. Teaching duties include contribution to the Bachelor of Health Sciences program, and undergraduate and graduate teaching and supervision in Philosophy.

Deadline for receipt of applications is **Monday, March 22, 2004**.

Complete dossiers, including a curriculum vitae, at least three letters of reference, post-graduate transcripts, a recent sample of writing, and evidence of teaching effectiveness may be sent to: **Meriette Schnell**, Department of Philosophy, at the address below. E-mail: schnell@ucalgary.ca

Further information about the Department of Philosophy and the University of Calgary is available on the Internet at www.phil.ucalgary.ca and www.ucalgary.ca. Specific inquiries about this position may be directed to: Ali Kazmi, Head, Department of Philosophy, (403) 220-5535; E-mail: akazmi@ucalgary.ca

Physical Chemistry

The **Department of Chemistry** invites applications for a full-time tenure-track position in Physical Chemistry at the Assistant Professor level. The position is subject to final budgetary approval. The research program should be in the area of fuel cells, fuel chemistry, or other areas in line with the University of Calgary's focus on alternative energy, and could entail, but not be limited to, the following: a) material development, b) electrochemistry and electrocatalysis, c) surface chemistry, d) theoretical studies at the molecular, nanometer and micron scales, e) high temperature ceramic, composite and solid-state chemistry studies, f) catalysis, g) proton exchange membrane science, h) methane hydrates, i) membrane/electrode assemblies.

Individuals who can fulfill the department's commitment to excellence in teaching at both the undergraduate and graduate levels and who have, or will develop, an imaginative and vigorous research program are encouraged to apply. Applicants must have a PhD degree and post-doctoral research experience, or equivalent. Interested persons should consult the Web site of the Alberta Ingenuity Fund (http://www.albertaingenuity.ca/) to learn more about the generous programs to support research that are available to supplement the internally available support that this dynamic department can provide. Although this is an open position, candidates who would be eligible for an NSERC University Faculty Award are encouraged to apply.

The successful candidate will be expected to take up the position on or after July 1, 2004, but preferably before September 1, 2004. Further information about the Department is available at http://www.chem.ucalgary.ca/.

Applicants should submit a curriculum vitae, a list of publications, a summary of research interests, a detailed research proposal and any available teaching evaluations by **April 1, 2004** to: **Dr. B. A. Keay, Head**, Department of Chemistry, at the address below. Confidential Fax: (403) 284-1372; E-mail: keay@ucalgary.ca

Candidates should also arrange for three confidential letters of reference to be mailed directly to the same address by that date.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

CAREERS CARRIÈRES

collective agreements. Responsibilities will include maintaining a productive research program, undergraduate teaching in the core components of the departmental program and service-related activities. The successful candidate will be expected to work collaboratively with the Dean and the Associate Dean, other Department chairs, the Directors of the Faculty's several interdisciplinary programmes. He or she will be an established scholar with a proven track record in teaching and research, suitable for appointment with tenure at the full professor or senior associate professor level. Applicants must be experienced and effective administrators in the academic setting. The Department is poised to embark on a full curriculum review aimed at adapting its offerings to new teaching and research methodologies in second-language acquisition and applied linguistics. The Chair will be expected to develop exchange programs and study elsewhere initiatives. The Department is well positioned to forge ties with the Faculty's strengths in Computing in the Humanities, Communication Studies, and Multimedia and to enhance the Faculty's vision of internationalization and cultural diversity. A full text of the Terms of reference for Department Chairs is available on the University's website at http://www.mcmaster.ca/senate/hrfaculty/deptchr.htm. Applications, including curriculum vitae, and a statement of interest in the position should be addressed to: Dr. Nasrin Rahimieh, Dean, Faculty of Humanities, CNH 112, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1. Applications received by February 28, 2004 will be assured of consideration. The applicants should arranga for three letters of reference to be received by the same date. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.

■ **MUSIC — Bishop's University.** Subject to Senate approval, Bishop's University is seeking applicants for a tenure-stream appointment in the Department of Music to commence in July of 2004. The successful candidate will be asked to teach undergraduate courses in Music Theory and Music Literature, as well as taking piano students and coaching chamber music. Qualifications: A completed Doctorate or equivalent professional expenence is required, as is teaching experience at a higher education level. The candidate must be committed to living and working within a collegial liberal arts environment at a small university. Preference will be given to a pianist who has a significant performance profile and who is an inspirational teacher. Rank: Commensurate with qualifications and experience. For more information about Bishop's University, visit the website at www.ubishops.ca. This position is advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Letters of application, accompanied by a curriculum vitae and three letters of reference should be submitted to: Prof. Stephen Sheeran, Dean of Humanities, Bishop's University, Lennoxville, Québec, J1M 1Z7. The deedline for the receipt of applications and all supporting materials is March 30th, 2004. Please send invoice to Stephen Sheeran, Dean of Humenities, Bishop's University, Lennoxville, QC, J1M 1Z7.

■ **MUSIC — The University of Guelph.** The School of Fine Art and Music, announces a tenure-track position, in digital music. This position is at the rank of Assistant Professor. A completed PhD in music is preferred as is demonstrated competence in the teaching of digital applications to music which will include fundamentals of electronic music, multi-track recording and editing, MIDI, and sound for Intermedia. Demonstrated high potential for scholarship in areas of research, indicated by publications in refereed journals and other recognized research venues is also required. The School of Fine Art and Music has excellent up-to-date digital facilities incorporating software such as Cubase SX, Cool Edit Pro, Finale, and Pro Tools. Our music technology lab has specially designed Music XPC computers and our new digital Intermedia lab facility will feature Apple G5s. Evidence of successful teaching in any of the following would be preferred: theory, musicianship, Canadian music, introduction to music, music history. For more information please see the School website: http://www.uoguelph.ca/sofam. A complete application wit include a current curriculum vitae, email address, and description of teaching and research interests. Applicants should arrange to have three confidential letters of reference sent by March 1, 2004, to: Professor John D. Kissick, Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario, Canada N1G 2W1. All qualified candidates are encouraged to apply; however, Canadiens and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **MUSIC — The University of Western Ontario.** The Department of Music Performance Studies, Don Wright Faculty of Music, seeks an Artist Teacher of Piano for a probationary (tenure track) position at the level of Assistant Professor. Appointment is effective July 1 2004. Candidates should hold a Masters or DMA or the equivalent in professional experience. A *significant* list of commercial recordings and broadcasts, and/or a record of research in the area of music performance is expected. Teaching responsibilities will include undergraduate and graduate level instruction in piano studio, chambor music and the development of keyboard related curriculum. The successful candidate must bo prepared to balance ongoing professional commitments with a strong profile of teaching, performance, research, recruitment and committee work at the Don Wright Faculty of Music. Letters of application, a comprehensive curriculum vitae, and a compact disc containing at least two recent performances should be sent to the following address. Three letters of reference indicating first-hand knowledge of the candidate's teaching should be forwarded under separate cover. Professor Fiona Wilkinson, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The application deadline is April 15, 2004 or when the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **NUCLEAR ENGINEERING — The University of New Brunswick.** The Department of Chemical Engineering is seeking an outstanding scholar for a tenure track position at the rank of Assistant Professor with a specialty in Nuclear Engineering. Duties in the Department will include teaching undergraduate courses in the core Chemical Engineeenng curriculum, developing courses in the area of the appointee's research speciality at the senior undeigraduate and/or graduate level, supervising graduate students and conducting research. Information about the Department and the Nuclear Engineering Research Group can be found at http://www.unb.ca/che. This position is subject to budgetary approval. The research speciality of the candidate is expected to complement that of the department's Research Chair in Nucleai Engineenng, which has a strong capability in the chemistry, corrosion and mass transfer aspects of water coolant technology of nuclear reactors. The idoal candidated will have a PhD in Chemical Engineenng, ot be in the process of completing the degree. The appointee will be, or will be eligible to become, a registered Professional Engineer. Applicants should submit a covenng letter of application, a cumculum vitae, a brief research proposal and the names and addresses of three referees to: Dr. D.H. Lister, Chair, Department of Chemical Engineering, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Nominal closing date is 20D4 February 27. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given pnority. Applicants should indjcate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

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■ **ORGANIZATIONAL BEHAVIOUR — The University of Guelph.** The School of Hospitality and Tourism Management is seeking qualified candidates in hospitality management to fill an assistant or associate professor tenure-track position. The successful candidate will be expected to teach courses in organizational behaviour at the undergraduate and graduate level and conduct research in hospitality management. The successful candidate will hold a completed PhD or equivlent in organizational behaviour with strong practical experience in hospitality and/or tourism management. Evidence of past research accomplishments, teaching experience and a demonstrated ability to interact and work with the hospitality industry is desirable. Submit a letter of application, curriculum vitae and a list of references with mailing address, phone number and e-mail contact information by February 29, 2004 to: Dr. Steve Lynch, Chair, Search Committee, School of Hospitality and Tourism Management, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax: (519) 823-5512, E-mail: slynch@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will bo given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

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■ **PHARMACOLOGY — The University of Alberta** invites applications from suitably qualified candidates for "hard-funded" tenure-track positions at the level of Assistant Professor, Associate Professor to participate in the research and teaching endeavors in the Department of Pharmacology, Faculty of Medicine and Dentistry (www.pmcol.ualberta.ca). The Department has particular strengths in the areas of neuropharmacology of the peripheral and central nervous systems, cancer biology and experimental therapeutics, toxicology, cardiovascular and smooth muscle pharmacology and drug delivery. There are currently 22 full-time academic staff in the Department of Pharmacology who occupy research laboratories on the 9th floor of the Medical Sciences Building or in the adjacent Heritage Medical Research Centre. While the Department of Pharmacology is anxious to recruit in the areas of molecular pharmacology or in vivo pharmacology, those with interests in other areas of the discipline are also encouraged to apply. Members of the Department of Pharmacology may also establish collaborative research links with any of the Research Centres or groups associated with the Faculty of Medicine and Dentistry. These include the Centre tor Neuroscience, the Pennatal Research Centre, the Alberta Asthma Centre, the Cardiovascular Research Group, the Neurochemical Research Unit, the Signal Transduction group, the Membrane Transpart group, the Alzheimer's and Neurodegenerative Research group, and the Alberta Diabetes Research Institute. For an Assistant Professor position, the successful applicant will have a PhD in Pharmacology (or closely related discipline) and will be nearing completion of his/her postdoctoral studies. For an Associate Professor position, the ideal candidate will currently hold an academic position, preferably in Pharmacology, and have an independent and productive research program. These vacancies have arisen due to the anticipated retirements of several members of staff and thus will be "hard-funded" and "tenure-track" positions. Successful applicants will also be encouragod to apply for extra-mural Scholarship and Establishment awards. Salary will be commensurate with rank and experience. University of Alberta rank-based salaries (2003–2D04) for Assistant Professor and Associate Professor are $49,188 to $69,66D and $61,13D to $87,434, respectively. Research Prizes from the Alborta Heritage Foundation for Medical Research may also be available that increase the total remuneration package by either $10,000 or $20,000 per annum. Applications, including a curriculum vita, a three-page statement of current research interests and future objectives, together with the names of three referees, should be sent to: Dr. A.S. Clanachan, Professor and Chair, Department of Pharmacology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. The competition will remain open until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given pnority. The University of Alborta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHARMACOLOGY — The University of British Columbia.** The Department of Pharmacology and Therapeutics invites applications for a Research Associate in the area of cardiovascular pharmacology and animal modelling. The successful candidate will have a PhD in Pharmacology or another relevant area of life sciences such as Physiology or Biology. The applicant will participate in a programme that examines animal models of human disease relevant to the development of efficacious antiarrhythmic drugs with low toxicity profiles. The applicant should have at least 5 years experience in animal modelling and cardiovascular drug development. The applicant will bo expected to supervise graduate and undergraduate students, play an active role in developing grant applications, and publish actively. Extensive experience with in vitro and in vivo methodologies is required. Significant expertise with rodents and larger species will be an asset. This position is part-time, term position renewable annually. The anticipated start date of this position is April 1 2004. Salary will be commensurate with qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Deadline for receipt of all applications is March 15th, 2004. Applications, including a curriculum vitae and the names of three referees, should be sent to: Mrs. Maureen Murphy, Department of Pharmacology and Therapeutics, University of British Columbia, 2176 Wesbrook Mall, Vancouver, BC V6T 1Z3, Canada.

■ **PHILOSOPHY — Concordia University.** The Faculty of Arts and Science has one limited-term appaintment available in Philosophy of Mind. Please see our full-page display ad in this issue.

■ **PHILOSOPHY — Brock University.** The department of philosophy, Brock University, St. Catharines, Ontario, Invites applications for a probationary tenure-track appointmant beginning July 1, 2004 at the rank of Assistant Professor. The position is subject to final budgetary approval. The applicants should have a completed PhD in philosophy and demonstrated research record. The area of specialization: Indian Philosophy. Area of competence: preferably either Greek Philosophy or Contemporary Continental Philosophy (e.g. Phenomenology, Post-modernism, Feminist Philosophy etc.). Some interest in Comparative Philosophy would be an asset. Applicants should send a curriculum vitae and a short research plan plus arrange for three letters of reference to be sent to Dr. H.G. Moeller, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada L2S 3A1. The closing date for applications is March 15, 2D04. The appointee will teach in the department's M.A. program in contemporary continental, eastern and comparative philosophies, as well as teach courses at various levels in the undergriaduate program. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given pitority. Brock University is committed to a positive action policy aimed at ieducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the university's web site www.Brocku.ca.

■ **PHILOSOPHY — Carleton University.** The Department of Philosophy, Carleton University, Ottawa, Ontario, Canada, seeks applicants for a one-year term Assistant Professor position, subject to budgetary approval. Starting date 2D04 July 1. PhD or near completion required. Areas of Specialization: philosophy of mind and aesthetics. Areas of Competence: aesthetics, philosophy of mind, epistemology. Ordinary yearly teaching load is 2+3 plus work with graduate students. Carleton University is a research-intensive university in Canada's capital and offers a full range of giaduate programs, including a Masters in Philosophy and a PhD in Cognitive Science. All qualified applicants are encouraged to apply. Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emailed to Jay_Drydyk@carleton.ca. Applications (with c.v., three or more letters of reference, samples of recent research, and evidence of excellence in teaching) should be sent to Prof. Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6, by February 15, 2004.

■ **PHILOSOPHY — Carleton University.** The Department of Philosophy, Carleton University, Ottawa, Ontario, Canada, seeks applicants for a one year term Assistant Professor position, subject to budgetary approval. Starting date 2D04 July 1. PhD or near completion required. Areas of Specialization: moral and political philosophy. Areas of Competence: moral/social issues, ethical theory, environmental ethics. Ordinary yearly teaching load is 2+3 plus work with graduate students. Carleton University is a research-intensive university in Canada's capital and offers a full range of giaduate programs, including a Masters in Philosophy and a PhD in Cognitive Science. The successful candidate will be appointed in Philosophy (http://ridaau.carleton.ca/philosophy/) and will be welcome to work with the Centre on Values and Ethics (http://www.carleton.ca/cove/). All qualified applicants are encouraged to apply. Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Inquiries can be emelled to Jay_Drydyk@carleton.ca. Applications (with c.v., three or more fetters of reference, samples of recent research, and evidence of excellence in teaching) should be sent to Prof. Jay Drydyk, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6, by February 15, 2004.

■ **PHYSICS — The University of Toronto.** The Department of Physics plans to make a tenure track appointment in experimental particle physics at the rank of Assistant Professor, with starting date of July 1, 2004. The University has a strong experimental particle physics program, consisting of seven faculty members playing leading roles in the ATLAS expatiment at CERN, the CDF-II expairment at Fermilab and the ZEUS experiment at DESY. This is reinforced by a strong group in theoretical particle physics and in astrophysics. This appointment will allow the candidate to focus on developing a successful research program. For this position, we seek candidates with a PhD in physics and proven or potential excellence in both research and teaching. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. The salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitee, list of publications, and research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will bo reviewed beginning March 15, 2D04 until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The Uni-

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UNIVERSITY COLLEGE of the FRASER VALLEY

CHEMISTRY

The Department of Chemistry at UCFV invites applications for a full-time faculty position in the field of Biochemistry or Medicinal Chemistry, effective August 1, 2004. Candidates must possess a Ph D in Chemistry or Biochemistry, demonstrate a strong commitment to undergraduate teaching excellence, and have a proven record of successful research. Successful candidate is expected to teach biochemistry and first or second year chemistry courses.

The University College of the Fraser Valley has provided innovative and comprehensive educational programs for over twenty five years. As an undergraduate degree granting institution currently enrolling over 7,000 students, the focus at the university colleges is on teaching and research excellence.

Please submit your curriculum vitae, a list of publications, a research proposal and names of three references, quoting **posting #2003.57**, by **February 28, 2004**, to:

Employee Relations
33844 King Road, Abbotsford, B.C. V2S 7M8
Tel: (604) 854-4554; Fax: (604) 854-1538
E-mail: ernfo@ucfv.bc.ca; Web site: www.ucfv.bc.ca

Only candidates receiving an interview will be contacted. We thank all applicants for considering UCFV for employment. UCFV is an employment equity employer.

Assistant, Associate or Full Professor

Faculty of Engineering and Computer Science
Department of Electrical and Computer Engineering

Concordia University's Faculty of Engineering and Computer Science invites applications for tenure-track positions in the Department of Electrical and Computer Engineering at the rank of assistant, associate or full professor with teaching and research expertise in one or more of the following areas:

- Software engineering, including software architecture, security and reliability issues;
- Real-time systems with focus on distributed systems, sensor networks, embedded systems design and evaluation;
- Dependable systems, including fault-tolerances aspects in ubiquitous and pervasive computing;
- VLSI modelling, design and synthesis with emphasis on low-power application specific implementations;
- Power electronics with applications in high-speed digital circuits and low-voltage semi-conductor technology;
- Digital signal processing with emphasis on multirate and non-uniform filters and signal processing, and wavelet and evolutionary designs of algorithms and architectures for signal processing.

Committed to excellence in teaching and research, the Department has strong undergraduate and graduate degree programs in electrical and computer engineering (MEng, MASc, and PhD), and houses more than 40 faculty members, 1200 undergraduate and 650 graduate students.

The applicants should have a PhD degree in electrical engineering, computer engineering or computer science. The candidate will be required to obtain a professional engineering license from a province in Canada within a reasonable period of time after joining the Department.

Applications should include a resume, a statement on research and teaching, and the names of at least three references. Applications will be considered until vacancies are filled. They should be mailed, faxed or emailed to:

Dr. M. Omair Ahmad, Professor and Chair
Department of Electrical and Computer Engineering
Concordia University
1455 de Maisonneuve Blvd. West
Room H-961-03
Montreal, Quebec, Canada
H3G 1M8
Phone: (514) 848-2424 ext. 3142
Fax: (514) 848-2802
Email: omair@ece.concordia.ca
Web site: http://www.ece.concordia.ca/

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Concordia UNIVERSITY
Real education for the real world
www.concordia.ca

CAREERS CARRIÈRES

versity is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PHYSICS — The University of Waterloo.** The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, a description of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the positions is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PHYSICS — The University of Waterloo.** The Department of Physics and the Institute for Quantum Computing are pleased to announce a search in the field of experimental quantum information (although exceptional theorists could also be considered) for a tenure-stream faculty member, at the Assistant Professor level. Applications for more senior positions could however be considered. The successful candidate will interact with faculty members of the Physics Department and be a member of the newly created Institute for Quantum Computing at the University of Waterloo. He/She will also have the opportunity to participate in activities at the nearby Perimeter Institute for Theoretical Physics. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. We invite the candidates to visit our websites www.science.uwaterloo.ca/physics and www.iqc.ca. A PhD and significant evidence of excellence in research and the potential for effective teaching are required. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, a statement of their teaching goals, up to 5 selected reprints/preprints and at least 3 letters of reference to Prof. Raymond Laflamme, Chair, Quantum Computation Appointments Committee, Department of Physics and Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, e-mail: iqc@iqc.ca, phone: (519) 888-4021, fax: (519) 746-8115 by March 15th 2004. Salary will depend on the candidate's qualifications. The starting date is of September 1, 2004 or thereafter. All qualified candidates are encouraged to apply, including women, members of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. More than one position may be available depending on our funding situation.

■ **POLITICAL SCIENCE — The University of Hawai'i.** Assistant Professor, Position No. 84109, Department of Political Science, College of Social Sciences, University of Hawai'i at Mānoa, full-time, 9-month, tenure-track appointment, to begin August 1, 2004, and is contingent on position clearance and funding. Duties: Teach graduate and undergraduate courses in indigenous politics; conduct and publish research; share in advising; contribute to departmental, college and community life and to the development of the indigenous politics concentration. Minimum Qualifications: PhD in Political Science or related field with a research specialization in indigenous politics (ABD will degree in hand by August 1, 2004, considered). Demonstrated ability to teach and conduct research on indigenous politics. Desired qualifications: Applicant should be theoretically oriented as well as have a substantive focus in indigenous peoples of the Pacific, Australia, Asia, the Americas, Africa or Europe, but not limited to these. Ability to supplement this specialization with a focus on international relations, international political economy, international law, comparative politics, feminist and/or queer theory, futures studies, or a subdiscipline in a related field (i.e., social anthropology, political geography, or others) is desired. Candidate should have ability and interest in shaping new indigenous politics program unique in the US. Selected candidate should be committed to innovative educational strategies and work with students with diverse backgrounds and experiences. The College is committed to excellence in scholarship and favors candidates who are collegial and attentive to issues of race, gender and diversity. Salary Range: Salary commensurate with qualifications and experience. To apply: send a dossier that includes a curriculum vita, a writing sample, and at least three letters of reference, to Jonathan Goldberg-Hiller, Chair, Political Science department, 640 Saunders Hall, University of Hawai'i at Mānoa, Honolulu HI 96822. Closing Date: Review of applications will begin on January 15 and will continue until the position is filled.

■ **POLITICAL SCIENCE — Concordia University.** The Faculty of Arts of Science has up to five limited-term appointments available to teach introductory courses in Political Science. Please see our full-page display ad in this issue.

■ **POLITICAL SCIENCE — The University of Toronto.** The Faculty of Law and the Department of Political Science at the University of Toronto jointly invite applications for an appointment, held at the level of full Professor in Development, Democracy, and Constitutionalism. The successful applicant will be nominated for a Canada Research Chair at the Tier 1 (senior) level. The Government of Canada funds the Canada Research Chairs program to promote internationally recognized research in Canadian universities. (For details, see www.chairs.gc.ca; http://www.chairs.gc.ca/). The successful applicant will be a scholar of demonstrated distinction, whose teaching and research can be expected to break new ground in the nexus between constitutionalism, democracy and development. It is one element within a broader array of CRC appointments at the University of Toronto related to 'global development.' Law and politics, and their associated academic disciplines, are inseparably linked in this broad field. The appointee will hold appointment in both Law and Political Science, and will benefit from the powerful linkages in teaching and research that have already developed between the two. We expect the appointee will provide leadership in deepening and strengthening this relationship and in stimulating cross-disciplinary and collaborative scholarship. This position builds on ideas associated with the 'new constitutionalism.' These include questions about the relationship between constitutional and institutional design and the underlying economic, social, cultural and political environments to which institutions both respond and contribute; about the relevance of 'western' constitutional traditions to questions of development and about the ways in which societies can recognize and accommodate diversity. Constitutionalism is deeply related to all these questions: in Bills and Charters of Rights, in systems of representation, in the distribution of authority among governments, in patterns of participation and accountability, and in the role of the courts. The Canadian experience both draws on and contributes to the exploration of these ideas globally. We look not for experience in all these areas, but for a scholar with innovative and imaginative ways of building intellectual bridges among them. Given the breadth of concerns associated with this appointment, we invite applications from scholars committed to a variety of perspectives. Applicants should include the names and contact information (including e-mail) of three referees. Applicants should also send e curriculum vitae, copies of representative publications and statements on research and teaching to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Room 3018, Toronto, Ontario, Canada, M5S 3G3. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. We will begin review of applications on March 1, 2004. We will accept applications after that date but cannot promise that they will be given full consideration. The appointment will begin on January 5, 2005 (or thereafter). Salary will be commensurate with experience.

■ **POLITICAL SCIENCE — The University of Toronto.** The Department of Political Science invites applications for a tenure-stream appointment in the field of Canadian politics. Applicants must have a PhD and have demonstrated excellence in teaching and research. We are open to a wide variety of substantive interests, and theoretical and methodological approaches. The appointment will be at the rank of Assistant Professor or Associate Professor. We are particularly interested in receiving applications from senior Assistant and Associate Professors, i.e. candidates who could contribute to graduate supervision immediately or in the near future. The appointment will begin on July 1, 2004. Please send application to: Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 3G3. Applications should include a curriculum vitae, a writing sample (e.g. an article offprint or conference paper), materials relevant to teaching experience (e.g. course outlines and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also submit the names and coordinates of three referees who might be called on to produce letters of reference on short notice. Materials must be received by February 23, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY — Concordia University.** The Faculty of Arts and Science has up to seven limited-term appointments available in its Department of Psychology. Please see our full-page display ad in this issue.

■ **PSYCHOLOGY — The University of Victoria.** The Department of Psychology invites applications for a Senior Instructor to teach, instruct and supervise clinical psychology graduate students in our Psychology Clinic. Our Psychology Clinic is a part of our CPA and APA accredited program in Clinical Psychology, which has specialty tracks in Clinical Neuropsychology and Clinical Life Span Psychology. The primary function of the Psychology Clinic is to serve as a training facility for our Clinical Psychology graduate students. The Psychology Clinic serves a range of off-campus clients, including children, adolescents and adults, who are seen for neuropsychological and clinical assessments, psychological consultations, and for psychological treatment. Responsibilities of the Senior Clinic Instructor include primarily clinical graduate course instruction, individual and small group instruction and clinical supervision of graduate students seeing clients in our Psychology Clinic. The Senior Instructor will also coordinate community referrals for psychological services in a manner that reflects the learning needs of our clinical psychology graduate students and organize ongoing training opportunities for clinical psychology graduate students and faculty members. Candidates must have a PhD in Clinical Psychology from an APA and/or CPA approved program with a minimum of two years post-PhD experience and be registered or eligible for registration with the College of Psychologists of British Columbia. The Department's web page can be accessed at www.uvic.ca/psyc. Please submit a letter of interest including information about your psychological testing, assessment and intervention skills and any previous teaching, clinical, supervision experiences and experiences relevant to community liaison; your curriculum vitae; and contact information for three references to: Dr. Marion Ehrenberg, Director of Clinical Training, Department of Psychology, University of Victoria, P.O. Box 3050 STN CSC, Victoria, BC, V8W 3P5. Deadline for applications is March 1, 2004. Appointment to begin July 1, 2004. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; in accordance with Canadian immigration requirements, however, Canadian and permanent residents will be given priority.

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■ **RELIGIOUS STUDIES — Saint Mary's University.** The Department of Religious Studies invites applications for a full-time, tenure-track position at the rank of Assistant Professor in the Social Scientific Study of Religion to begin July 1, 2005. Applications are invited from candidates with broadly-based expertise in anthropological and/or sociological methods in the study of religions, and conducting research on religions in North America. The successful candidate will have a PhD in hand or complete the degree by August 31, 2005. The Faculty of Arts is committed to a dynamic learning environment for undergraduate students. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary programs. As part of the University's commitment to strengthening graduate education, the Dept. of Religious Studies is developing

Simon Fraser University
Canada Research Chair (Tier I)
School of Computing Science

The School of Computing Science at Simon Fraser University is seeking candidates for a prestigious Canada Research Chair (CRC) Tier I senior-level faculty position. Applicants are expected to have a truly outstanding research program with a strong record of publication, research funding, and graduate student supervision. Applicants also must have a strong commitment to excellence in teaching. The School is interested in candidates in systems, application and foundational areas. We also have a special interest in interdisciplinary areas. However, higher priority will be given to the overall innovation and achievement of the candidate than to any specific area. Additional information about the CRC chairs can be found at www.chairs.gc.ca.

Simon Fraser University is consistently one of the top-ranked public universities in Canada. The School of Computing Science currently has over 170 PhD and M.Sc. students, 700 undergraduate majors, and over 48 faculty members. The School is at the outset of a phase of strong growth. As part of the "Double the Opportunity" program of the government, both the number of faculty and students will significantly increase over the next three years. The School of Computing Science highly encourages interdisciplinary research building upon the strengths of Simon Fraser University.

The main campus of Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as one of the most scenic waterfront cities, located just minutes away from the mountains and a wide range of outdoor activities. It has the mildest climate in Canada. Vancouver's cultural events, skiing, boating, hiking, favorable climate, and clean, safe environment consistently make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and Canadian Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and people with disabilities. Applications will be accepted until the position is filled. For updated information see www.cs.sfu.ca.

Applicants should send a CV, reprints of representative publications and names of six references to: **CRC Search, School of Computing Science, Simon Fraser University, 8888 University Dr., Burnaby, B.C., Canada V5A 1S6**; Email: crc-search@cs.sfu.ca.

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

DEPARTMENT OF ARCHITECTURAL SCIENCE
FACULTY POSITIONS

The Department of Architectural Science in the Faculty of Engineering and Applied Science invites applications for up to three positions commencing August 1, 2004. Of these, one position will be tenure track and the remaining will be limited-term appointments, with all positions being subject to the Collective Agreement of the Ryerson Faculty Association. The Department offers a Bachelor of Architectural Science degree with options in Architecture, Building Science and Project Management, and is developing plans for a Master of Architecture and other Masters degrees. The Department is dedicated to a comprehensive, integrated approach to the built and natural environment that encompasses technology and design through theory and its application.

Candidates should possess a combination of academic and professional qualifications, as follows: a foundation in architecture/engineering and a terminal degree at the master's level, current professional membership in the jurisdiction of residence, a minimum of five years of professional experience and demonstrated research experience; OR a foundation in architecture/engineering and a doctorate-level degree (either completed or close to completion), with a minimum of four years in research, teaching or professional practice and demonstrated excellence in scholarly publication or creative activity; OR a foundation in architecture with a terminal professional degree at the bachelor's level, current professional membership in the jurisdiction of residence, extensive professional experience in the area of specialization, extensive publication/creative record and a record of achievement within the architectural, management or construction sector.

Candidates should demonstrate teaching experience in the post-secondary or professional environment, with an emphasis on the development of pedagogy in their field of expertise. All candidates will be expected to teach in both the foundation and upper years, work in a multidisciplinary, integrated and comprehensive teaching environment, and develop courses related to their area of specialization, as well as teach in the proposed graduate program and develop their scholarly and creative research with applications to their areas of teaching.

The Selection Committee will begin reviewing applications on March 1, 2004. The review will continue until successful candidates have been identified. Before submitting an application, candidates should visit www.ryerson.ca/working/careers/index.html for specific, detailed position requirements, application procedures and submission information. Questions should be directed to George Thomas Kapelos, Chair. Tel: 416-979-5360. E-mail: archsci@ryerson.ca (indicating 'Application for Academic Appointment 2004' in the subject line).

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

St. Thomas University
LEADERS IN LIBERAL ARTS

TENURE-TRACK POSITION IN NATIVE STUDIES

St. Thomas is a flourishing undergraduate Catholic university firmly anchored in the liberal arts. Our beautiful campus is located in the charming capital city of Fredericton, adjacent to the University of New Brunswick. Our Bachelor of Arts programme is one of the largest in the region.

The Native Studies Programme is seeking applictions for an entry-level, tenure-track position to begin July 1, 2004. Doctoral studies may be in any discipline, but applicants must be able to demonstrate a capacity to make an effective contribution to a programme which covers a broad range of indigenous issues in a rigorous fashion.

A Ph.D. or imminent completion is required. Applicants are to submit a *curriculum vitae*, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Roland Chrisjohn, Director, Native Studies Programme, St. Thomas University, Fredericton, NB, E3B 5G3. Closing date: March 15, 2004, or when position is filled. Applicants are responsible for ensuring their files, including letters of reference, are complete by this date.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

CAREERS CARRIÈRES

a dualstream MA in Religion and Culture and Theology in collaboration with the Atlantic School of Theology. The successful candidate will be expected to participate in the planning and implementation of this new program. Applications must include a CV, teaching dossier, writing sample, and the names and contact information for three referees. Letters of application should be mailed (no email applications) to: Dr. Paul Bowlby, Chair, Dept. of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, e-mail: paul.bowlby@smu.ca. The closing date for applications is August 27, 2004. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our web site at www.stmarys.ca. Salary and working conditions are defined by the university's collective agreement posted at http://www.dbe.uns.ca/~smufa/.

■ **RELIGIOUS STUDIES — Concordia University** The Faculty of Arts and Science has up to three limited-term appointments available, one each in Judaic Studies, Hindu Studies and East Asian Religions. Please see our full-page display ad in this issue.

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■ **SEXUALITY — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available to teach in our interdisciplinary program in Sexuality. Please see our full-page display ad in this issue.

■ **SOCIAL SCIENCES — The University of Toronto at Scarborough.** The Department of Social Sciences invites applications for a Tier 1Canada Research Chair in Urban Cultural Diversities. This position is funded under the Canada Research Chair program http://www.chairs.gc.ca) and is part of the University of Toronto's Urban Society, Culture and Economy research cluster. This research involves addressing theoretically and empirically the cultural, historical, and social experiences of urban communities and citizens and exploring the linkages among such dimensions as race, ethnicity, gender, and class in contemporary cities. Optimally, it would examine the relationship between cultural patterns, city spaces, and urban lifestyles. Appointment will be made at the rank of Professor. The position will be filled as a tenured position with a primary appointment in one of the following disciplines: Anthropology, Geography, Political Science or Sociology. Candidates must have a doctoral degree and an extensive and outstanding record of scholarship and impact on the field that is internationally recognized. They will be expected to provide leadership in an interdisciplinary environment and to develop research projects of relevance to what has become one of the most diverse metropolitan centres in the world. The successful candidate will teach in the graduate and undergraduate programmes of the appropriate discipline. As well, the Department of Social Sciences offers undergraduate teaching opportunities in an array of interdisciplinary programmes including City Studies, Health Studies, International Studies, International Development Studies and Policy Studies. Applications including curriculum vitae and the names, postal, and electronic addresses of four referees should be sent directly to: Professor Michael Lambek., Chair, Search Committee, CRC Chair in Urban Cultural Diversities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario M1C 1A4, Canada. Any electronic communication should be care of Audrey Glasbergen at glasbergen@utsc.utoronto.ca. First consideration of applications will begin on March 1, 2004. Applications will be accepted until the position is filled. Please visit out website at http://www.utsc.utoronto.ca/~socsci. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. This is an international search and all qualified candidates are encouraged to apply.

■ **SOCIAL WORK — Carleton University.** Subject to budgetary approval, the School of Social Work at Carleton University invites applications from qualified candidates for one two-year term position and one one-year term position at the Assistant Professor level. The School is particularly interested in candidates who can teach Aboriginal social work and/or community practice. As well as teaching in the undergraduate and graduate programs, the successful candidate for the two-year position will be responsible for all aspects of field education in the graduate program. A strong publication record is an asset for both positions. The School seeks candidates with a graduate degree in social work and a completed PhD, or equivalent. In Social Work or a related discipline. Candidates who are near completion of their dissertations may also be considered. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Candidates should forward a letter of application, curriculum vitae, a sample of recent scholarship, and the names, phone numbers, addresses of three referees by March 1, 2004 to: Colleen Lundy, PhD, Director, School of Social Work, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6.

■ **SOCIOLOGY — Concordia University.** The Faculty of Arts and Science has up to three limited-term appointments available in its Department of Sociology and Anthropology. Please see our full-page display ad in this issue.

■ **SOCIOLOGY — The University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant Professor level in the area of the sociology of health beginning July 1, 2004. A completed doctorate, or completion by the starting date, is required along with strong evidence of research and teaching promise and likelihood of success in external grants competitions. Duties include research, teaching at the undergraduate and graduate levels, graduate-supervision and service. We are seeking a specialist in the socio-cultural determinants of population health, including expertise in one or more areas of health policy, community health, environmental health, health informatics, public health, demography of health and aging or the distributional aspects of health, inequalities and well being. The successful candidate should have demonstrated skills and experience in research methods and data analysis, a commitment to interdisciplinary research and the desire to contribute generally to the development of health studies and research at the University of Waterloo. The sociology of health and healthcare systems has been identified by the Department of Sociology as a priority field for development, with the expectation of making further, future hirings. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the area of the sociology of health and collaborate with other health care specialists in advancing the university's research programs in population and public health and disease prevention. Salary range commensurate with qualifications and experience. Applications, including a curriculum vitae along with the names of three referees, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment should be sent to: Professor Keith Warner, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario N2L 3G1, Phone: 519-888-4567 ext. 3678, Fax 519-746-7326. Applications will be considered until the position is filled. More information about the Department of Sociology and its programs can be found at http://arts.uwaterloo.ca/SOC/. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIOLOGY & ECONOMICS — Algoma University.** The Department of CESD (Community Economic and Social Development) at Algoma University College, invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2004. The successful candidate must have completed a PhD or expect to graduate within the year 2004, be an experienced community development practitioner, with some teaching experience and the potential to develop a quality research program and participate in the affairs of the department. The Practitioner's experience should include work in small northern communities and the candidate should have demonstrated familiarity with northern, rural and Aboriginal development issues. Applicants should submit a complete curriculum vitae, a description of their teaching experience, a statement of their teaching philosophy, and arrange for three letters of recommendation from professional references and official academic transcripts to attention of: Dr. Arthur H. Berlin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. You may also contact via email dean@auc.ca or telephone (705) 949-2301 ext. 232 for more information. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the position is filled.

■ **SOIL & LAND RESOURCE MANAGEMENT — McGill University's** Department of Natural Resource Sciences and McGill School of Environment seek to fill a tenure-track position at the level of Assistant Professor in Soil/Land Resource Management. The successful candidate will have a PhD and postdoctoral experience in soil science, watershed management or a related domain, and demonstrated strengths in research and teaching. Research interests could include watershed- and farm-level nutrient budgets and/or soil conservation, soil-mediated linkages between terrestrial and aquatic or atmosphere systems, and evaluation of social and policy controls on soil/land management. Background in remote sensing and/or GIS and landscape/ecosystem modeling would be an asset, as would international experience. The successful candidate will have strong specialist foundations with a breadth of experience allowing strong contribution to a multidisciplinary research and teaching milieu. Applicants will teach undergraduate and graduate courses in Soil Science or related disciplines. The position becomes available 1 July 2004. Applicants should submit a letter of intent, a curriculum vitae, a statement of teaching and research interests, and arrange to have three letters of reference sent to Dr. Benoît Cole, Chair, Department of Natural Resource Sciences, McGill University, Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne-de-Bellevue, Québec, Canada, H9X 3V9. The closing date for applications is 31 March 2004. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. For further information about the Department and the School, consult our web sites at www.mns.mcgill.ca and www.mcgill.ca/rnse/.

■ **SPANISH STUDIES — The University of Guelph** invites applications for a two-year contractually limited reduced workload faculty appointment at 85% in the School of Languages and Literatures/Spanish Studies at the rank of Assistant Professor, effective May 1, 2004. Strong academic credentials and the ability to teach courses in Spanish as a second language are required. Duties will include teaching language courses at the first- or second-year level, and, possibly, literature courses at the second- and third-year level (Spanish Peninsular or Latin American literature). The candidate must have a PhD in Spanish Studies, publications in the field of interest, a successful teaching record in language and literature courses at University level, and possess native or near-native fluency in Spanish and English. Three courses will be taught in the Summer 2004 semester, and three courses during the Fall 2004 semester, as well as three courses in the Summer 2005 semester, and three courses in the Fall 2005 semester. Other duties will include the coordination of multi-sectioned language courses and participation in committees. Applicants should send current curriculum vitae, email address, statement of teaching interests, and should arrange to have three letters of reference sent by February 29, 2004 to: Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, ON, N1G 2W1. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SPANISH STUDIES — Queen's University.** The Department of Spanish and Italian invites applications for a three-year Non-Renewable Adjunct position at the Assistant Professor level beginning July 1, 2004. In Spanish Peninsular Literature of the 19th and/or 20th centuries. Additional expertise in the area of Applied Linguistics would be considered an asset. Qualifications for this position include a completed PhD, near-native fluency and demonstrated excellence in teaching and research. Salary will reflect qualifications and experience. The deadline for applications is March 15, 2004. Letter of application together with curriculum vitae and three letters of reference should be sent to Professor D. J. Mennell, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6, E-mail: djm4@post.queensu.ca, Fax: 613-533-6496, Phone: 613-533-2113. Queen's University has an Employment Equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **SPANISH STUDIES — Concordia University.** The Faculty of Arts and Science has one limited-term appointment available, either in Translation or Latin American literature and culture. Please see our full-page display ad in this issue.

■ **STATISTICS — Dalhousie University.** Applications are invited for a probationary tenure-track position in Environmental Statistics at the Assistant Professor level, commencing July 1, 2005. The successful candidate will have the option of starting July 1, 2004 as a research associate or postdoctoral fellow until July 1, 2005 at which time they would commence the probationary tenure-track appointment. The successful candidate will have a strong background in statistics and an interest in using modern statistical methods to help solve environmental problems. The successful candidate will join an active group of faculty in the Statistics Division of the Department of Mathematics and Statistics at Dalhousie with an interest in applied statistics, and will be expected to take advantage of the contacts the Division has established with other departments on campus, which include Oceanography, Biology, Atmospheric Sciences and Physics. Candidates will be evaluated on their potential for excellence in research and teaching and will be expected to supervise graduate students. Applicants should send a current CV including a list of publications, statement of research and teaching objectives to Dr. B. Smith, Director of Statistics, Department of Mathematics and Statistics, Dalhousie University, Halifax, NS, B3H 3J5, Canada (bsmith@mathstat.dal.ca). Applicants should arrange to have three letters of reference sent to this address above. The evaluation of candidates will begin in February 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs of affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is *the responsibility of the institution which* intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel. 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur ces prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél. (202)737-5900.

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The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	[illegible] 03	August 14/03
October	September 9/03	September 16/03
November	October 8/03	October 15/03
December	November 7/03	November 14/03
January	December 2/03	December 9/03
February	January 8/04	January 15/04
March	February 9/04	February 16/04
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NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2003	14 août 2003
Octobre	9 septembre 2003	16 septembre 2003
Novembre	8 octobre 2003	5 octobre 2003
Décembre	7 novembre 2003	14 novembre 2003
Janvier	2 décembre 2003	9 décembre 2003
Février	8 janvier 2004	15 janvier 2004
Mars	9 février 2004	16 février 2004
Avril	8 mars 2004	15 mars 2004
Mai	7 avril 2004	14 avril 2004
Juin	7 mai 2004	14 mai 2004

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CAREERS CARRIÈRES

■ STATISTICS & ACTUARIAL SCIENCE — The University of Waterloo (UW) has one of the most eminent actuarial science programs in the world. The faculty members in this unit have attained a high level of distinction in their research, teaching and professional contributions. The graduates of the Waterloo program are internationally recognized. In recent years, UW has also developed a strong research presence in the field of modern finance, with a special emphasis on computational methods. More than 75 new bachelor's and 20 master's and doctoral graduates enter the insurance and finance industries each year from the undergraduate and graduate actuarial science programs, and the master's program in quantitative finance co-ordinated by the Centre for Advanced Studies in Finance. The University has recently created the Institute for Quantitative Finance and Insurance (IQFI) to combine the strengths of these two disciplines and provide the vehicle for a major research and teaching thrust in the area of financial risk management broadly defined. This initiative was made possible through support from companies in the insurance and financial services industries, and matching contributions from the Province of Ontario through the Ontario Research and Development Challenge Fund. The Institute will advance research in the financial risk management area and disseminate new knowledge. A generous contribution by the Canadian Imperial Bank of Commerce to UW's capital campaign, "Building a Talent Trust," has enabled the University to inaugurate two CIBC Chairs in Financial Risk Management under the auspices of the IQFI. One of these Chairs will be located in the Department of Statistics and Actuarial Science. The purpose of this Chair is: to help the University of Waterloo enhance its leadership role in finance and insurance education and research, and to expand its expertise by building on its present strengths; to attract students of the highest calibre, and to support and supplement faculty influence on professional education and current practice; to give prominence and recognition to the interaction between the university and the insurance and financial services industries, particularly the support provided by CIBC; to support applied research, and tha transfer of basic research into current practice in the financial services and insurance industries. The Canadian Imperial Bank of Commerce is a leading North American financial institution. Through its comprehensive electronic banking network, branches and offices across Canada and around the world, CIBC offers a full range of products and services to more than nine million personal banking and business customers. The appointment is for a period of up to five years, with expectation of renewal. The anticipated start date is July 1, 2004. The duties of the Chair holder include: conducting and overseeing a program of research relevant to financial risk management, actuarial science or insurance; undergraduate and graduate teaching; leading seminars and colloquia that involve graduate and graduate students; disseminating applied research through seminars and professional meetings. The Chair holder will be a member of the Department of Statistics and Actuarial Science in the Faculty of Mathematics at the University of Waterloo and play a leadership role in the Institute for Quantitative Finance and Insurance. The ideal candidate will have earned a PhD in an appropriate field of research within the last few years, and will already have a strong record as a researcher, with exceptional promise for distinction in some aspect of actuarial science, finance or closely related discipline. The successful candidate must possess strong communication skills and be an excellent teacher. Please send applications and nominations, including a recent curriculum vitae, by April 30, 2004 to: Professor Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority

T

■ THEATRE — The University of Ottawa The Department of Theatre invites applications for a tenure-track position at either the Associate or Assistant Professor fevel to commence 1 July, 2004. The Department offers a 3 year BA Concentration in English and in French and a bilingual 4 year Honours in Theatre, as well as a bilingual 3 year Concentration in Arts Administration. An MFA programme in Directing is anticipated to be instituted in 2004-2005 pending approval of the Senate of the University of Ottawa. Qualifications: a PhD in Theatre or the equivalent; experience in University teaching at a variety of levels; current and extensive knowledge of Dramaturgy and Theory of the Theatrical Event; and evidence of theoretical research. Candidates with experience in an area of theatre practice, such as but not restricted to directing, will be particularly welcomed. Initially, the teaching load will be in English. The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Second Language Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting. In certain cases, professors must have the ebility to teach in both official languages to be granted tenure. Salery to be negotiated in accordance with the terms of the Collective Agreement. The deadline for receipt of applications is February 15, 2004. Applicants should send a detailed curriculum vitae and arrange for three letters of reference to be sent to: The Chair person, Department of Theatre, University of Ottawa, 135 Séraphin Marion, Ottawa, Ontario K1N 6N5. Equity is a University policy. All qualified candidates are encouraged to apply; however, Canedians and permanent residents will be given priority. Employment equity is a University policy.

■ THEATRE — Concordia University. The Department of Theatre is embarking on an exciting period of renewal and is looking for interesting combinations of artists/scholars to assist us in developing a new vision. We are inviting applications for two tenure-track positions at the level of Assistant Professor, pending budgetary approval. Applicants should have experience and expertise in one or more of the following areas: Theatre Performance, Theatre Studies, Theatre and Development. Cross or interdisciplinary competencies will be considered a definite asset. Candidates should have a completed or nearly completed terminal degree (MFA or PhD), and/or in the case of senior artists, a significant body of professional work. Experience and demonstrated excellence in scholarship and teaching at the university level are highly desirable. Successful candidates will be expected to develop and maintain productive research profiles leading to external funding and/or collaborations, and possess administrative skills and/or an energetic commitment to program development. In the area of Theatre Performance, applicants will be required to teach acting at both introductory and advanced levels. We are particularly interested in strong qualifications and teaching experience in the areas of voice, speech, movement, and/or directing. Applicants in the area of Theatre Studies will have expertise in some combination of: history, theory, text analysis, directing, and/or production. Successful candidates will possess strong qualifications as a researcher, dramaturge, and/or director. Applications, including a résumé and the names of at least three referees, should be sent to Chair, Department of Theatre, Concordia University, 7141 Sherbrooke St. West, Montreal, QC, H4B 1R6. Deadline for receipt of applications is March 1, 2004. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

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■ THÉATRE — L'Université d'Ottawa. Le Département de théâtre annonce l'ouverture d'un poste régulier menant à la permanence au rang de professeur adjoint ou agrégé pour le 1er juillet 2004. Le Département offre un programme de baccalauréat de 3 ans avec concentration, en français et en anglais, un programme de baccalauréat de 4 ans bilingue avec spécialisation et un programme de baccalauréat de 3 ans bilingue avec concentration en administration des arts. Un programme de maîtrise en mise en scéne conditionnelle à l'approbation du Sénat de l'Université d'Ottawa est prévu pour l'année scolaire 2004-2005. Qualifications requises : Doctorat ou l'équivalent en théâtre; expérience de l'enseignement universitaire à divers niveaux. Connaissance approfondie en dramaturgie et en théaze de l'événement théâtral, ainsi que des preuves d'activités de recherches théonques. Les candidats ayant une expérience dans un domaine de la pratique théâtrale, tel que la mise en scéne, sont particuliérement encouragés à présenter leur candidature Au début de l'engagement, l'enseignement se fera en anglais. L'Université d'Ottawa est frère, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'Institut des langues secondes, l'Université offre aux membres et à leurs conjoints la possibilité de suivre des cours pour parfaire leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tanus de pouvoir fonctlonner dans un milieu bilingue. De plus, pour obtenir la permanence, certains professeurs devront pouvoir enseigner dans les deux langues officielles. Le salaire sera établi en conformité avec les dispositions de la convention collective. La date limite du dépôt des candidatures est le 15 février 2004. Les personnes désireuses de poser leur candidature doivent faire parvenir leur curriculum vitae détaillé ainsi que trois lettres de recommandation à la directrice, Département de théâtre, Université d'Ottawa, 135 Séraphin Marion, Ottawa ON K1N 6N5. L'Université a une politique d'équité en matière d'emploi. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférance aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi.

■ THEOLOGICAL STUDIES — Concordia University. The Faculty of Arts and Science, has one limited-term appointment available in Biblical Studies. Please see our full-page display ad in this issua

V

■ VETERINARY MEDICINE — The University of Guelph. The Oepartment of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Small Animal Surgery at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American Collega of Veterinary Surgeons or eligible for that certification examination. Preference will be given to candidates with an advanced degree and demonstrated research capability. The ideal candidate should have a strong interest in clinical surgery and outstanding teaching and communication skills. The successful candidate will work with 4 other surgeons to provide didactic and clinical instruction in Small Animal Surgery and related disciplines to undergraduates, interns, residents and graduate students. Research of a collaborative nature consistent with the research goals of the Department and Collega is expected. The Ontario Veterinary Collega (www.ovc.uoguelph.ca) offers progressive programs in undergraduate and postgraduate veterinary training. Numerous research opportunities are supported by several granting agencies and the opportunity for collaboration with three medical schools. Construction of a CFI/OIT funded Clinical Research facility for the Department is scheduled to begin early in 2004. The collegial atmosphere in the Oepartment of Clinical Studies is highly supportive of interactions between faculty in a vanety of specialty disciplines. The starting date will be negotiable but June 1, 2004 would be preferred. The deadline for applications will be April 1, 2004 or until the position is filled. Contact Or. Stephen Kruth, Oepartment of Clinical Studies, Ontario Veterinary College, University of Guelph, Cuelph, Ontario, N1G 2W1, (519)-824-4120, ext. 54080, Fax: (519)-767-0311, e-mail: skruth@uoguelph.ca and provide a letter of application, a current curriculum vitae, diplomate information in the ACVS and tha names of at least three referees. All qualified candidates are encouraged to apply; howave r, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aborginal Canadians, persons with disabilities, members of visible minorities and women.

■ VISUAL ARTS — The University of Ottawa. The Oepartment of Visual Arts announces the opening of a full-time, tenure-track position at the rank of Assistant Prelessor in Studio: Installation / Performance / New Media. The candidate should be actively engaged in several of the following disciplines: installation, performance, computer-based or electronic art forms, including time-based arts, sound and the Web. A background in sculpture is an asset. The Department offers both the B.A. with Concentration in Visual Arts and the Bachelor of Fine Arts, programs that are committed to both studio practice and theory. Qualifications: M.F.A. or equivalent, Extensive commitment to studio practice and an active exhibition record. At least two years' teaching experience at the postsecondary fevel, Ability to engage in curriculum development. Ability to teach immediately in both English and French. The salary is determined according to the collective agreement between the University of Ottawa and the Association of Professors of the University of Ottawa. Start date : July 1, 2004. Deadline for applications: February 26, 2004 or until the appointment of a suitable candidata. All qualified candidates are encouraged to apply, however, Canadian and Permanent Residents will be given priority. Equity is a University Policy. To apply, please submit a detailed curriculum vitae, visual documentation of art production (e.g. 20 slides, a CD-ROM, up to 15 minutes of video clips or other relevant media, including published works), selected raviews or articles relating to your work, a teaching dossier with course outlines and student evaluations, and the nemes and contact information of three referees, whose reference letters should be sent directly to the Chair of the Oepartment: Penny Cousineau-Levine, Chair, Oepartment of Visual Arts, University of Ottawa, P.O. Box 450 Station A, Ottawa, Ontario K1N 6N5. For more inl0rmation, please contact us by e-mail (linegault @uottawa.ca), by fnternet (www.uottawa.ca/academic/arts/arts-visuels) or by phone at (613)562-5868.

■ VISUAL & PERFORMINC ARTS — Ongoing — The University Collega of the Cariboo. The Department at UCC, invites applications for a full-time continuing appointment in Acting. The successful candidate should possess at least an MFA in Acting, teaching experience at the postsecondary level, and a strong production record. Experienca in directing, as well as ability to teach voice or movement classes are definite assets. The successful applicent will teach a variety of performance courses in the Theatre Arts program, from first through fourth year levels, as well as direct a play as part of the annual season of plays in the program's new state-of-the-art "Black Box" Actors Workshop Theatre. For more information, please visit our website at: http://www.cariboo.bc.ca. Qualifications: Minimum qualifications: MFA in Acting. Post-secondary teaching experience; Strong production record; Experience in directing, as well as ability to teach voice or movement classes are definite assets. Term of employment: 01 August 2004. Closing data for applications: Applications will be reviewed commencing 01 February 2004 and will continue until position is filled. In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. The University Collega of the Cariboo is committed to tha principle of employment equity. Please forward current curriculum vitae, quoting the Competition #03-122 with names, eddresses and telaphone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazell, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3.

W

■ WOMEN'S STUDIES — Brandon University is a leader in providing high quality education to over 3,000 full-and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. Brandon University's Gender and Women's Studies Program invites applications for the position of Margaret Laurence Scholar In Residence, subject to budget. This is a four-month term-certain position. The successful candidate will be an established scholar in the area of Gender and Women's Studies whose expenence will contribute to the development of the program's current Minor concentration into an undergraduate degree Major. The successful candidate will assess the present program and engage in discussions with faculty and students concerning intellectual and pedagogical issues in gender and women's studies, as well as conduct workshops and at laast one public lecture on these and related topics for the university and larger community. The aim of these discussions will be the creation of a detailed proposal for a Major in Gender and Women's Studies that outlines the necessary structural and institutional changes required for a successful and autonomous program. Salary: Rank and salary commensurate with qualifications and experience. Start date: 1 September 2004 or on the availability of the successful candidate. Deadline for applications: 31 March 2004 or until the position is filled. Interested candidates should forward their vitae, the names of three references, and applicable supporting documentation to: Or. Scott Grills grillss@brandonu.ca, Oean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ WOMEN'S STUDIES — Dalhousie University. The Healthy Balance Research Program (HBRP) is a multi-faceted exploration of the ralationships between Nova Scotian women's health and well-being, and their paid and unpaid work. The research encompasses both qualitative and quantitative methods, including secondary analysis of survey data, a populationbased survey, focus groups, and microethnographias. There is also a strong focus on knowledge translation and policy impact (www.healthyb.dal.ca). HBRP is seeking a Post-doctoral Fellow (POF) to help integrate the findings from the four research methodologies into a coherent suite of messages for dissemination in academic, community, and policy arenas. The ideal candidate will have demonstrated ability to work with qualitative and quantitative methodologies as well as experience with gender analysis and the social determinants of health. In addition, tha POF will have dedicated time to pursue her/his own related research interests and will be encouraged to use the data already collected as a platform on which to design and build new projects. The position provides an outstanding opportunity for a junior researcher to develop her/his own research and the findings of the HBRP in a stimulating and supportive intellectual environment. Grant-writing experience would be an asset. The term of the POF is two years with an annual stipend of $37,000 plus benefits. Funds are available for conference travel and a modest re-location package may be negotiated. Interested candidates should submit a CV and a letter outlining their research interests and accomplishments and proposing a program of post-doctoral research to: Healthy Balance Research Program, P.O. Box 745, Halifax, Nova Scotia, B3J 2T3, Attention: Susan Nasser, Coordinator. The closing date is March 1, 2004.

ACCOMMODATIONS

■ ACCOMMODATION — Firenze/Italy. Sabbatical/holiday rental — central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen; Monthly (4 weeks) 1350,00 euros + utilities/final cleaning. Weekly all included 650,00 euros (two people); Spezzotti Ph +39-055-245-739; e-mail curetti@tiscali.it.

■ ACCOMMODATION — Geneva/Switzerland. Holiday-shorts stays; central, attractive studio (21/2 rooms) sleeps 2/3. Weekly all included 550,00 euros; Spezzotti Ph +39-055-245-739; e-mail curotti@tiscali.it.

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Indigenous Peoples Education

Faculty Opportunities

For over 60 years, the Faculty of Education at the University of Alberta (U of A) has been at the heart of teacher preparation in Alberta, the rest of Canada, and throughout the world. Today, the Faculty is one of the largest in Canada with nine undergraduate degree programs and a wide array of graduate degrees. A graduate specialization in Indigenous Peoples Education was established at the U of A in 1996 on the premise that scholarship based on Indigenous knowledge and values would bring unique, critically important perspectives to graduate study in education. The specialization relies significantly on the educational, cultural and personal resources of Indigenous communities, especially the communities in the geographic area of western Canada and the communities represented by the students in the specialization.

The Department of Educational Policy Studies invites applications for several opportunities in Indigenous Peoples Education:

Full-time Tenure-track position -Responsibilities include teaching undergraduate and graduate courses, developing and sustaining a personal program of research, supervision of graduate students' theses and projects, and working closely with existing faculty to promote and further develop the Indigenous Peoples Education Specialization. Applicants should have an earned doctorate with specialization in education or an allied discipline. Applicants should provide evidence of successful teaching experience at the post-secondary level, proven success mentoring and coaching graduate students, as well as evidence of a strong commitment to research and scholarly publication, preferably demonstrating familiarity with a wide range of research methodologies. The ability to collaborate within the University and externally within a global context and a willingness to work with Indigenous communities are desired. An area of specialty that complements existing research, fields of expertise, and interests of the Specialization would be an asset. The successful candidate for this position will receive a competitive salary commensurate with qualifications, a comprehensive benefits package, and relocation assistance. The date of appointment will be July 1, 2004, or as soon thereafter as is mutually acceptable.

Visiting Scholars - Responsibilities include pursuing a personal program of research related to interests in the Department, holding seminars and meetings with graduate students, and conducting seminars within the Department. Applicants should have an established program of research related to interests in the Department and a Ph.D. in Education or a cognate discipline.

Sessional Instructors (part-time) - Responsibilities include teaching undergraduate courses in Aboriginal Education. Applicants should have a Ph.D. in Education or cognate discipline related to courses taught, successful experience teaching in a university context, and successful experience working and/or teaching in the school system.

Priority in hiring will be given to those with Aboriginal or Indigenous lived experience, and who can demonstrate applied knowledge of Indigenous lifeways, values, and knowledge systems. Priority will also be given to those who can demonstrate an ability to mentor graduate students in a respectful manner, as that concept is generally understood in Canadian Aboriginal cultures.

These competitions will remain open until suitable candidates are identified.

To apply for these positions, send your curriculum vitae; letter of intent outlining your teaching experience, research and service as well as your potential contributions to the Department; a sample of scholarly work (reflecting your research interest); and the names of three referees to:

Davies Park
Executive Search Consultants

Ms. Elizabeth Hurley or Ms. Pam Sprague
Davies Park
904 Oxford Tower, 10235 – 101 Street
Edmonton, Alberta, Canada T5J 3G1
Fax: (780) 426-2936; E-mail: careers@daviespark.com

Visit the Davies Park website at www.daviespark.com for a copy of the Opportunity Profile.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BOOKSHELF
COIN DES LIVRES

QUICK REVIEWS

Hit by an Iceberg: Coping with Disability in Mid-Career

Janet Freedman & Marie Howes. Victoria, British Columbia: Trafford Publishing, 2003; 311 pp; paper $35.95 CA.

Death is a certainty — disability is a random chance which most people try to ignore. Yet your chances of suffering a disability before age 65 are greater than your chances of dying before age 65. Like an iceberg, disability is large and complex, with most of its reality hidden beneath the surface. The impact on individuals, family and friends, is enormous. The adaptations to it are often deep, far-reaching, and life-changing.This book, which is useful for all working Canadians, as well as those with disabilities, and for families, friends, colleagues, financial planners, lawyers and health care professionals shows how to prepare against the hazards of disability, and how to cope if disability strikes. Topics covered include legal aspects of disability from power of attorney to lawsuits and settlements, financial matters from government and private disability insurance plans to housing issues, caregiving options, charitable assistance and tax considerations.

Le nouveau monde numérique : Le cas des revues universitaires

Gérard Boismenu et Guylaine Beaudry. Montréal : Les Presses de l'Université de Montréal, 2002; 108 p.; 24,95 $ CAN. (cartonné).

Segment essentiel de la documentation universitaire, les revues sont entrées depuis quelques années déjà dans le nouveau monde numérique. Dans le secteur des sciences humaines et sociales, les conditions de ce passage se posent en termes conceptuels, économiques, techniques et organisationnels. Les revues qui participent á des infrastructures nationales de diffusion de la recherche devraient pouvoir effectuer la transition vers le numérique selon un modèle qui réponde aux besoins du milieu. Il est ainsi possible de définir un espace où les revues qui ne sont pas dans le giron des oligopoles peuvent s'imposer comme formes stables et professionnelles de communication scientifique. Dans une toile encore dominée par l'anglais, le défi de la diffusion du document universitaire francophone se révèle particulièrement stimulant. Cet ouvrage en présente les grands enjeux et propose de les relever en faisant appel à une stratégie réseau.

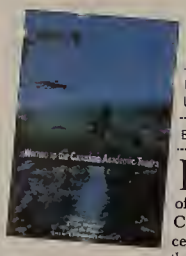
Arresting Images: Crime and Policing in Front of the Television Camera

Aaron Doyle. Toronto: University of Toronto Press, 2003; 198 pp; hardcover $50 CA., paper $24.95 CA.

While most research on television examines its impact on viewers, *Arresting Images* asks instead how TV influences what is in front of the camera, and how it reshapes other institutions as it broadcasts their activities. Aaron Doyle develops his arguments with four case studies of televised crime and policing: he examines the popular American 'reality TV' series Cops, the televising of surveillance footage and home videos of crime and policing, coverage of Vancouver's Stanley Cup riot, and the broadcast of publicity-grabbing demonstrations of the environment group Greenpeace. The four studies show how televised activities tend to become more institutionally important, tightly managed, dramatic, simplified, and fitted to society's dominant values. Powerful institutions, like the police, often harness television for their own legitimation and surveillance purposes, dictating which situations are televised and producing 'authorized definitions' of the situations, which allow them to control the consequences. While these institutions invoke the notion that 'seeing is believing' to reinforce their positions of dominance, the book argues that many observers and researchers have long overstated and misunderstood the role of TV's visual component in shaping its influences.

Quick Reviews produced from information supplied by publishers.

Essays Capture Heart & Soul of Academic Women



Women in the Canadian Academic Tundra: Challenging the Chill

Elena Hannah, Linda Paul & Swani Vethamany-Globus, eds. Montreal & Kingston: McGill-Queen's University Press, 2002; 288 pp; hardcover $75 CA., paper $29.95 CA.

By SHARON TAYLOR-HENLEY

If you are interested in the experiences and feelings of women in academe across Canada, this book is an excellent collection of essays on the subject. Forty-eight contributors offer 45 stories that are rarely angry, periodically touching, and occasionally humorous. While the wide range of styles results in a somewhat varied work, the individual pieces are so brief the reader has an opportunity to put the book aside frequently and reflect upon the contents of each contribution before reading the next.

In the introduction the editors refer to the book as an "anthology of stories of academic women," and they offer a guideline to the themes of the narratives, identifying the corresponding authors. This can assist the reader who is interested only in one topical area, while potentially diverting others from a personal framework for interpretation. The editors have resisted the traditional approach of organizing the themes into sections and instead have opted to present the pieces alphabetically. This appears to be an indication that one issue, concern or theme should not hold a place of priority. The articles are concise, perhaps a subtle recognition that academic women may be too busy to read for extended periods of time in areas not directly related to their discipline or current research.

The largest portion of the book is devoted to the stories of part-timers. Part-time is broadly defined to include non-tenure track sessional or contractual staff. This is appropriate as the book was conceived during a series of panels on the circumstance of part-timers organized by one of the editors, Linda Paul, as a member of CAUT's Status of Women Committee, for CAUT's 1996 status of women conference in Halifax.

The frustration of their part-time employment status generated a determination and energy which the participants channelled into creating a book about their situation, and the collaboration that began at the conference was extended by a national call for contributions to this work. The stories of 14 women, some working for wages near or below the poverty level, or simultaneously holding two or three contracts with separate institutions ("roads scholars" as Stevi Stephens describes them), are all but inconceivable for those who are tenured full-timers for over a decade.

Low income or required travel, however, often appear as mere manifestations of the central problems of invisibility, subordination and lack of validation. Part-time faculty are unable to contribute to faculty or departmental decision-making about policy or curriculum. This is a source of chagrin for those who have worked in one institution for 20 years and more. Diane Huberman-Arnold's three-page article titled "A Wedding and Two Funerals" sums up this frustration very poignantly.

Huberman-Arnold also alerts the reader to another theme of the book: couples in academe. Couples in the same discipline have often found it impossible to obtain faculty positions in the same institution. Departmental rules about the hiring of married partners appear to make it dangerous to meet your partner in graduate school. When spouses collaborate successfully, it is suggested that academic women face discrimination most acutely when the couple chooses to have a child. Difficulties can also arise for couples from different disciplines.

Jeanette Lynes outlines discrepancies in the approaches of some hiring committees as they interview the female versus the male partner in an academic couple. Lynes observes that women are asked questions about their private lives and the plans of their partner while these questions are not asked of the men. A powerful contrast of gender experiences -- the male in a business school and the female in science — is offered by Irene Wanke and Peter Bowal.

The incompatibility of the "academic clock" and the "biological clock" is identified and powerful questions for future collective agreements are raised. Are "parental leaves" sufficient protection for academics who delay families for a considerable period during graduate study? What types of family-friendly policies might be a more useful approach in the 21st century? Can the academic clock be forced to adjust to the biological clock and to newer societal norms? If parents choose time off or a lighter load when their children are young, should their careers be frozen or permanently impeded?

Seven stories, including two by editors Paul and Vethamany-Globus profile the difficulties of parenting and academic life. Lesley Harmon and Petra Remy offer the results of a 1993 survey of female and male faculty in Ontario to highlight the family/work conflicts experienced by academics. They note that the academic clock and the linear career path were patterned in a different era when the gender roles for both men and women were more strictly defined.

The eight stories of women in science are among the most powerful. These include discussions of the attitudes within the academy which discourage young women from entering the field (Joan Scott, Amy Rowat), the impediments to progress beyond the margins and the possibilities for both men and women to maintain careers for many years unsupported by the hard money of the university base budget (Anne Morgan, Vethamany-Globus).

A colleague once described this to me as the rose phenomenon. As long as the rose is in bloom and able to attract outside research funds which bring attention to the university, things move along well. Once the bloom is off the rose (maybe 20 years later), the faculty member can be let go with no compensation, or be diminished to sessional status without obligation on the part of the institution.

What feminists used to call "women in double jeopardy" is presented in this text as women doubly marginalised within the academy: aboriginal women and women of colour. A subtle but important suggestion is offered intimating that initiatives which require the hiring and participation of persons of a variety of backgrounds have not been coupled with sufficient equity reform to ensure that fair treatment is subsequently pursued on a continued basis. Vethamany-Globus has postulated that for immigrants and aboriginal peoples the ceilings of the academy may not be the "glass" ceilings women academics have long identified ... the ceilings for the doubly marginalised may in fact be "steel."

This book contains more than stories. There are some excellent analytical pieces. I particularly enjoyed Jennifer Bankier's characterization of "inequity taxes" to describe the additional outputs required of women and marginalized groups. The argument states that marginalized people pay a variety of taxes — group taxes just because they are members of a disadvantaged group, leading-edge taxes imposed on members of equity-seeking groups who are the forerunners in

See WOMEN Page A6 ☞